



workforce demographics

2002 through 2011



Report Date: May 29, 2012

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**Workforce Demographics Update
2002 to 2011**

Executive Summary

May 29, 2012

Introduction

Internal Audit has completed the update of the City's workforce demographics information for the calendar year periods 2002 through 2011. This update covers the last ten years of employee demographic information. As in the case with previous demographic reports, the data being provided follows federal and state reporting guidelines for race/ethnicity reporting. The reporting categories are Asian/Pacific Islander, Black, Hispanic, Native American, White, and Other. In addition to the federal and state guidelines, the Armenian category has also been included in this report. While the Armenian reporting category is included as part of the White reporting category for federal and state guidelines, the current City policy is to track the Armenian category separately for reporting purposes.

The demographic information contained in this report has been prepared for each calendar year beginning in 2002 through 2011. A total of 13 schedules have been prepared that reflect the City's workforce demographics in a variety of ways:

Race/Ethnicity (1-1)	Department & Race/Ethnicity (8-1)
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Level & Gender (5-1)	Length of Service (12-1)
Gender & Race/Ethnicity (6-1)	Age Grouping (13-1)
Race/Ethnicity & Gender (7-1)	

Significant Report Changes

Due to personnel changes and budget constraints, it was decided that although the report will still cover a ten-year period, the workforce demographics report will be issued every two years starting 2010. In addition to the change in reporting frequency, decisions were made to make this reporting process as automated as possible in order to enhance consistency and reduce the amount of manual adjustments required to the system generated data.

The following summarizes the policy decisions and significant changes made for the 2010 and 2011 reporting periods:

- **Count the number of employees:** there will not be a manual review of the employees who worked slightly under 1,040 hours to determine whether they should be included in the demographic information. Prior to the 2010 reporting period, these employees were manually added even though the hours worked were under 1,040. Due to the minor impact on the number of employees, a policy decision was made to eliminate the manual review and to include the employees in the demographic information only if they meet the work hour thresholds.
- **Determine the Type to be reported:** there will not be a manual review of the employees with pay group changes during the year to determine which type (salaried or hourly) they should be reported under. Prior to the 2010 reporting period, the salaried and hourly hours worked by employees were manually

compared, and the employees were reported under the type where they worked the most number of hours. A policy decision was made this year to eliminate this manual review and to program this into the query report. To be included in the demographic information, the employees will need to meet the work hour thresholds under each type, but they will be reported under the type for their most current positions. This is also consistent with the assumption that the employees are reported under the last department worked.

- **Determine the length of service:** a policy decision was made to use the "service date" instead of "original hire date" to report the employees' length of service. The original hire date was used for the reporting periods prior to 2010.
- **Ethnicity survey:** a policy decision was made not to survey employees' ethnicities based on their last names. Prior to the 2010 reporting period, the employees' ethnicities were verified when their last names suggested different ethnicities from the ones entered in the system. The employees were asked to confirm their ethnicity through a voluntary survey. For the 2010 and 2011 reporting periods, the ethnicity information is reported based on the data in the Glendale Employee Management System (GEMS).
- **Organizational realignment:** a policy decision was made to not retroactively adjust the demographics information when re-organization occurs. Effective

calendar year 2011, the Community Redevelopment & Housing and the Community Planning Departments were combined into the Community Development Department. They are reported separately as two departments in 2010 and previously, then as one department in 2011.

Methodology Used

In order to consistently report information and to provide an accurate representation of the City's workforce demographics over a range of reporting periods, several assumptions were made.

- **Salaried employees must work 1,040 hours in a year:** salaried employees must work at least 1,040 hours in a calendar year to be included in the demographic information. This threshold helps ensure that either employees who retired during the year or new employees hired during the year that worked 50% or more of the available hours are included in the headcount. Employees meeting this threshold may include active, retired, and separated employees that worked the required minimum number of hours. Employees that did not meet the minimum hour threshold have not been included in the overall headcount regardless of their employment status.
- **Hourly employees must work 100 hours in a year:** for an hourly employee to be included in the demographic information, the employee must work

100 hours or more in a calendar year. This threshold helps ensure that seasonal employees who worked during the year are included in the workforce demographics. Employees that meet this threshold include active, retired, and separated employees that worked the required minimum number of hours. Hourly employees that did not meet the minimum hour threshold have not been included in the overall headcount regardless of their employment status.

- **Employees are assigned to the last department worked:** employees are reported in the Department in which they worked at the end of the calendar year or before they were separated from their employment. This assumption impacts departments where an employee is working for part of a year and then transfers to another department. The overall impact is statistically minor, but due to the complexities in programming no proration was made between departments.

Comparison of Headcounts

The methodology used in creating the demographics report was developed several years ago as a result of a collaborative effort by the City Manager's Office, Human Resources, and Internal Audit. This management team recognized that there was no standard method to report workforce demographics. As such, the management team considered various options that would best represent the demographics of the City's employees over a given amount of time, and decided to report the demographics as a

representation of the City's workforce over a 12-month period rather than to limit the headcount reporting to one given day. This method ensures that (1) employees who work close to a full year will be included in the report, and (2) seasonal hourly employees who work a small percentage of the year will also be included. The employees included in the demographics statistics have a direct relationship to their contribution to the City for the period reported.

Based on all of the different demographics the City reports on, the annual workforce demographics report is not intended to be a snapshot in time of the City's workforce, used to count physical bodies at a given date, nor to reconcile with authorized positions. For comparison purposes, employee headcounts were summarized under three different methods, the one used in this demographics report, count of active employees as of December 31, and count of authorized positions in the annual adopted City budget.

As shown in the tables on the following page, the difference in salaried employees using different methodologies is not materially significant. In the years where there were some differences, it tended to reverse or self-adjust the following year. For hourly employees, there is more variability in the numbers as expected. A large percentage of the hourly workforce is temporary and tends to follow seasonal patterns. The number of active hourly employees fluctuates from pay period to pay period. Examining the hours worked by hourly employees provides a fair representation of the City's demographics for this segment of the City's workforce.

Salaried Employee Comparison

As of December 31

Salaried Employees	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
Demographics Report	1,634	1,632	1,642	1,774	1,740	1,737	1,785	1,766	1,751	1,722
Active as of 12/31	1,626	1,665	1,689	1,730	1,741	1,773	1,784	1,749	1,754	1,699
Over/(Under)	8	(33)	(47)	44	(1)	(36)	1	17	(3)	23
Authorized	1,812	1,829	1,883	1,955	1,977	1,990	1,942	1,904	1,899	1,873

Hourly Employee Comparison

As of December 31

Hourly Employees	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
Demographics Report	564	585	618	521	557	499	479	460	493	511
Active as of 12/31	584	605	579	457	409	424	436	441	449	473
Over/(Under)	(20)	(20)	39	64	148	75	43	19	44	38

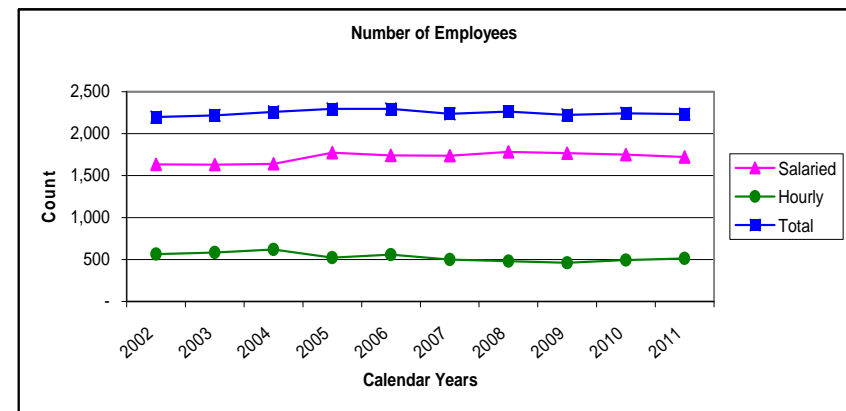
The authorized positions were included in the salaried table shown on the table above. These numbers represent the positions that have been approved by City Council and are in the City's annual budget. As indicated by the data, the City's authorized positions are higher than both sets of headcount numbers. The City's workforce is dynamic and constantly changing due to retirements and separations resulting in a varied level of vacancies. It should be noted that the City does not include hourly positions in the authorized headcount. Rather, instead of budgeting for positions, the City budgets total dollars spent on hourly wages by estimating the number of hours worked by the hourly employees for the particular fiscal year.

Summary

The total City workforce has remained fairly constant over the past the years, seeing only a 1.6% increase during that time. The number of employees for the past ten years is summarized in the table and chart below.

Number of Employees

Number of Employees	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
Salaried	1,634	1,632	1,642	1,774	1,740	1,737	1,785	1,766	1,751	1,722
Hourly	564	585	618	521	557	499	479	460	493	511
Total	2,198	2,217	2,260	2,295	2,297	2,236	2,264	2,226	2,244	2,233



However, the racial/ethnic composition of the City's workforce has continued to shift as the result of the yearly additions to the City's workforce becoming more racially and ethnically diverse.

Race/Ethnicity Composition

Some of the noticeable trends from 2002 to 2011 include:

- The Armenian category had the highest percentage increase among all reporting categories over the last 10 years. Since 2002, the total number of Armenian employees increased 82.8%, from 198 to 362. For salaried employees, the total number of Armenians increased 122.1%, from 86 in 2002 to 191 in 2011.
- The second highest percentage increase is Asian/Pacific Islander employees. Since 2002, the total number of Asian/Pacific Islander employees increased 23.2%, from 164 to 202. For salaried employees, the total number of Asian/Pacific Islander employees increased 29.4%, from 126 to 163.
- The Black workforce increased 12.2% since 2002, from 82 employees to 92. For salaried employees, the increase was 28.1%, from 57 to 73.
- The Hispanic workforce increased 11.6% since 2002, from 558 employees to 623. For salaried employees the increase was 31.3%, from 374 to 491 employees.
- The White workforce has continued to decrease for the past 10 years, from 1,170 employees in 2002 to 933 employees in 2011. For salaried employees, the percentage decrease was 19.6%, from 980 to 788 employees.

Gender Composition

The gender composition of the workforce over the last 10 years has remained relatively constant, with a slight decrease in females. In 2002 there were 707 females and 1,491 males. This equates to females comprising 32.2% of the workforce with males comprising 67.8%. In 2011, the number of female employees was 674 or 30.2%, and the number of male employees was 1,559 or 69.8% (See Schedule 4-1).

The gender composition for each department is summarized in the table below.

Gender Composition

Department	Total Department		Management Positions*	
	Female	Male	Female	Male
<i>Departments with higher % in female employees (listed high to low in female %)</i>				
City Attorney	82.6%	17.4%	81.8%	18.2%
City Treasurer	80.0%	20.0%	100.0%	0.0%
Human Resources	78.6%	21.4%	87.5%	12.5%
City Clerk	70.6%	29.4%	100.0%	0.0%
Management Services	65.2%	34.8%	40.0%	60.0%
Administrative Services	64.4%	35.6%	46.2%	53.8%
Library	60.9%	39.1%	78.6%	21.4%
<i>Departments with higher % in male employees (listed high to low in male %)</i>				
Fire Department	11.9%	88.1%	7.1%	92.9%
Public Works	14.0%	86.0%	7.9%	92.1%
GWP	19.1%	80.9%	12.2%	87.8%
Information Services	22.7%	77.3%	22.2%	77.8%
Police Department	31.0%	69.0%	25.0%	75.0%
Community Services and Parks	34.4%	65.6%	43.3%	56.7%
Community Development	46.5%	53.5%	34.4%	65.6%

* Note: Executive level positions are not included.

The higher percentage of males to females in the workforce is attributed to a large number of positions that women have historically not applied for. These types of positions are primarily found in the Fire, Public Works, Police, GWP, and Information Services Departments. The opposite effect is true for other departments such as City Attorney, City Treasurer, Human Resources, and City Clerk. There are significant higher percentages of females than males in these departments. It should also be noted that women in these departments occupy position at all levels including entry level and management. There are also more women than men in the management positions in the departments with significantly higher percentage of females (See Schedule 9-1 and 10-1).

Conclusion

The data suggests that the shift in the racial/ethnic composition of the City's employees noted in the previous demographic reports has continued. The shift has occurred as the result of the yearly additions to the City's workforce becoming more racially and ethnically diverse. The change in the City's workforce demographics composition will continue to be an evolving process that will be subject to the dynamics of employees retiring, employees separating from service, and additional new positions being made available. The trends noted have been and will continue to be gradual as evidenced by the large number of employees who have been with the City for over 10 years.

Total Employees By Race/Ethnicity

		2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
	Race/Ethnicity	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total	Armenian	198	9.0%	219	9.9%	251	11.1%	267	11.6%	291	12.7%	291	13.0%	315	13.9%	329	14.8%	353	15.7%	362	16.2%	82.8%
	Asian/Pacific Islander	164	7.5%	175	7.9%	178	7.9%	192	8.4%	193	8.4%	189	8.5%	200	8.8%	192	8.6%	204	9.1%	202	9.0%	23.2%
	Black	82	3.7%	83	3.7%	83	3.7%	81	3.5%	93	4.0%	87	3.9%	89	3.9%	90	4.0%	86	3.8%	92	4.1%	12.2%
	Hispanic	558	25.4%	588	26.5%	607	26.9%	620	27.0%	620	27.0%	617	27.6%	631	27.9%	610	27.4%	632	28.2%	623	27.9%	11.6%
	Native American/Alaskan	13	0.6%	12	0.5%	13	0.6%	14	0.6%	15	0.7%	13	0.6%	12	0.5%	12	0.5%	8	0.4%	9	0.4%	-30.8%
	Other	13	0.6%	15	0.7%	18	0.8%	18	0.8%	25	1.1%	20	0.9%	22	1.0%	19	0.9%	10	0.4%	12	0.5%	-7.7%
	White	1,170	53.2%	1,125	50.7%	1,110	49.1%	1,103	48.1%	1,060	46.1%	1,019	45.6%	995	43.9%	974	43.8%	951	42.4%	933	41.8%	-20.3%
Grand Total		2,198	100.0%	2,217	100.0%	2,260	100.0%	2,295	100.0%	2,297	100.0%	2,236	100.0%	2,264	100.0%	2,226	100.0%	2,244	100.0%	2,233	100.0%	1.6%

		2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
Type	Race/Ethnicity	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Hourly	Armenian	112	19.9%	123	21.0%	150	24.3%	137	26.3%	155	27.8%	143	28.7%	150	31.3%	157	34.1%	168	34.1%	171	33.5%	52.7%
	Asian/Pacific Islander	38	6.7%	46	7.9%	45	7.3%	38	7.3%	37	6.6%	31	6.2%	33	6.9%	28	6.1%	34	6.9%	39	7.6%	2.6%
	Black	25	4.4%	27	4.6%	25	4.0%	15	2.9%	23	4.1%	20	4.0%	21	4.4%	17	3.7%	15	3.0%	19	3.7%	-24.0%
	Hispanic	184	32.6%	194	33.2%	196	31.7%	160	30.7%	155	27.8%	141	28.3%	138	28.8%	122	26.5%	142	28.8%	132	25.8%	-28.3%
	Native American/Alaskan	6	1.1%	5	0.9%	4	0.6%	2	0.4%	3	0.5%	1	0.2%	2	0.4%	2	0.4%	1	0.2%	2	0.4%	-66.7%
	Other	9	1.6%	10	1.7%	10	1.6%	8	1.5%	17	3.1%	11	2.2%	7	1.5%	4	0.9%	1	0.2%	3	0.6%	-66.7%
	White	190	33.7%	180	30.8%	188	30.4%	161	30.9%	167	30.0%	152	30.5%	128	26.7%	130	28.3%	132	26.8%	145	28.4%	-23.7%
Hourly Total		564	100.0%	585	100.0%	618	100.0%	521	100.0%	557	100.0%	499	100.0%	479	100.0%	460	100.0%	493	100.0%	511	100.0%	-9.4%

		2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
Type	Race/Ethnicity	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Salaried	Armenian	86	5.3%	96	5.9%	101	6.2%	130	7.3%	136	7.8%	148	8.5%	165	9.2%	172	9.7%	185	10.6%	191	11.1%	122.1%
	Asian/Pacific Islander	126	7.7%	129	7.9%	133	8.1%	154	8.7%	156	9.0%	158	9.1%	167	9.4%	164	9.3%	170	9.7%	163	9.5%	29.4%
	Black	57	3.5%	56	3.4%	58	3.5%	66	3.7%	70	4.0%	67	3.9%	68	3.8%	73	4.1%	71	4.1%	73	4.2%	28.1%
	Hispanic	374	22.9%	394	24.1%	411	25.0%	460	25.9%	465	26.7%	476	27.4%	493	27.6%	488	27.6%	490	28.0%	491	28.5%	31.3%
	Native American/Alaskan	7	0.4%	7	0.4%	9	0.5%	12	0.7%	12	0.7%	12	0.7%	10	0.6%	10	0.6%	7	0.4%	7	0.4%	0.0%
	Other	4	0.2%	5	0.3%	8	0.5%	10	0.6%	8	0.5%	9	0.5%	15	0.8%	15	0.8%	9	0.5%	9	0.5%	125.0%
	White	980	60.0%	945	57.9%	922	56.2%	942	53.1%	893	51.3%	867	49.9%	867	48.6%	844	47.8%	819	46.8%	788	45.8%	-19.6%
Salaried Total		1,634	100.0%	1,632	100.0%	1,642	100.0%	1,774	100.0%	1,740	100.0%	1,737	100.0%	1,785	100.0%	1,766	100.0%	1,751	100.0%	1,722	100.0%	5.4%

Total Employees By Level

	Level	2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total Employees	Executive	19	0.9%	17	0.8%	18	0.8%	18	0.8%	18	0.8%	18	0.8%	19	0.8%	18	0.8%	18	0.8%	17	0.8%	-10.5%
	Management/Supervisor	230	10.5%	238	10.7%	241	10.7%	254	11.1%	245	10.7%	251	11.2%	256	11.3%	251	11.3%	279	12.4%	284	12.7%	23.5%
	Technical/Professional	121	5.5%	128	5.8%	137	6.1%	137	6.0%	141	6.1%	134	6.0%	141	6.2%	139	6.2%	111	4.9%	109	4.9%	-9.9%
	Supervisor Non-Mid-Management	144	6.6%	142	6.4%	142	6.3%	144	6.3%	145	6.3%	156	7.0%	162	7.2%	158	7.1%	155	6.9%	154	6.9%	6.9%
	Non-Manager	1,684	76.6%	1,692	76.3%	1,722	76.2%	1,742	75.9%	1,748	76.1%	1,677	75.0%	1,686	74.5%	1,660	74.6%	1,681	74.9%	1,669	74.7%	-0.9%
	Total	2,198	100.0%	2,217	100.0%	2,260	100.0%	2,295	100.0%	2,297	100.0%	2,236	100.0%	2,264	100.0%	2,226	100.0%	2,244	100.0%	2,233	100.0%	1.6%

Type	Level	2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total Hourly	Management/Supervisor	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	27	5.5%	34	6.7%	N/A
	Technical/Professional	43	7.6%	48	8.2%	52	8.4%	42	8.1%	39	7.0%	37	7.4%	32	6.7%	32	7.0%	1	0.2%	0	0.0%	-100.0%
	Supervisor Non-Mid-Management	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.2%	2	0.4%	N/A
	Non-Manager	521	92.4%	537	91.8%	566	91.6%	479	91.9%	518	93.0%	462	92.6%	447	93.3%	428	93.0%	464	94.1%	475	93.0%	-8.8%
	Total Hourly Total	564	100.0%	585	100.0%	618	100.0%	521	100.0%	557	100.0%	499	100.0%	479	100.0%	460	100.0%	493	100.0%	511	100.0%	-9.4%

Type	Level	2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total Salaried	Executive	19	1.2%	17	1.0%	18	1.1%	18	1.0%	18	1.0%	18	1.0%	19	1.1%	18	1.0%	18	1.0%	17	1.0%	-10.5%
	Management/Supervisor	230	14.1%	238	14.6%	241	14.7%	254	14.3%	245	14.1%	251	14.5%	256	14.3%	251	14.2%	252	14.4%	250	14.5%	8.7%
	Technical/Professional	78	4.8%	80	4.9%	85	5.2%	95	5.4%	102	5.9%	97	5.6%	109	6.1%	107	6.1%	110	6.3%	109	6.3%	39.7%
	Supervisor Non-Mid-Management	144	8.8%	142	8.7%	142	8.6%	144	8.1%	145	8.3%	156	9.0%	162	9.1%	158	8.9%	154	8.8%	152	8.8%	5.6%
	Non-Manager	1,163	71.2%	1,155	70.8%	1,156	70.4%	1,263	71.2%	1,230	70.7%	1,215	69.9%	1,239	69.4%	1,232	69.8%	1,217	69.5%	1,194	69.3%	2.7%
	Total Salaried Total	1,634	100.0%	1,632	100.0%	1,642	100.0%	1,774	100.0%	1,740	100.0%	1,737	100.0%	1,785	100.0%	1,766	100.0%	1,751	100.0%	1,722	100.0%	5.4%

Total Employees By Race/Ethnicity and Level

	Race/Ethnicity	Level	2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total	Armenian	Executive	1	0.0%	1	0.0%	2	0.1%	3	0.1%	3	0.1%	3	0.1%	3	0.1%	3	0.1%	3	0.1%	2	0.1%	100.0%
		Management/Supervisor	11	0.5%	12	0.5%	10	0.4%	9	0.4%	9	0.4%	14	0.6%	14	0.6%	15	0.7%	21	0.9%	23	1.0%	109.1%
		Technical/Professional	7	0.3%	11	0.5%	14	0.6%	21	0.9%	26	1.1%	24	1.1%	32	1.4%	34	1.5%	30	1.3%	29	1.3%	314.3%
		Supervisor Non-Mid-Management	1	0.0%	1	0.0%	2	0.1%	3	0.1%	3	0.1%	8	0.4%	10	0.4%	12	0.5%	10	0.4%	10	0.4%	900.0%
		Non-Manager	178	8.1%	194	8.8%	223	9.9%	231	10.1%	250	10.9%	242	10.8%	256	11.3%	265	11.9%	289	12.9%	298	13.3%	67.4%
	Armenian Total		198	9.0%	219	9.9%	251	11.1%	267	11.6%	291	12.7%	291	13.0%	315	13.9%	329	14.8%	353	15.7%	362	16.2%	82.8%
	Asian/Pacific Islander	Management/Supervisor	26	1.2%	26	1.2%	27	1.2%	27	1.2%	26	1.1%	22	1.0%	23	1.0%	23	1.0%	32	1.4%	33	1.5%	26.9%
		Technical/Professional	8	0.4%	8	0.4%	9	0.4%	11	0.5%	13	0.6%	16	0.7%	21	0.9%	19	0.9%	16	0.7%	16	0.7%	100.0%
		Supervisor Non-Mid-Management	9	0.4%	10	0.5%	11	0.5%	12	0.5%	11	0.5%	12	0.5%	13	0.6%	12	0.5%	15	0.7%	17	0.8%	88.9%
		Non-Manager	121	5.5%	131	5.9%	131	5.8%	142	6.2%	143	6.2%	139	6.2%	143	6.3%	138	6.2%	141	6.3%	136	6.1%	12.4%
	Asian/Pacific Islander Total		164	7.5%	175	7.9%	178	7.9%	192	8.4%	193	8.4%	189	8.5%	200	8.8%	192	8.6%	204	9.1%	202	9.0%	23.2%
	Black	Executive	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.0%	1	0.0%	1	0.0%	1	0.0%	N/A
		Management/Supervisor	9	0.4%	10	0.5%	10	0.4%	11	0.5%	13	0.6%	13	0.6%	12	0.5%	11	0.5%	11	0.5%	12	0.5%	33.3%
		Technical/Professional	7	0.3%	11	0.5%	11	0.5%	11	0.5%	10	0.4%	10	0.4%	9	0.4%	9	0.4%	10	0.4%	9	0.4%	28.6%
		Supervisor Non-Mid-Management	5	0.2%	6	0.3%	6	0.3%	7	0.3%	7	0.3%	8	0.4%	9	0.4%	9	0.4%	7	0.3%	6	0.3%	20.0%
		Non-Manager	61	2.8%	56	2.5%	56	2.5%	52	2.3%	63	2.7%	56	2.5%	58	2.6%	60	2.7%	57	2.5%	64	2.9%	4.9%
	Black Total		82	3.7%	83	3.7%	83	3.7%	81	3.5%	93	4.0%	87	3.9%	89	3.9%	90	4.0%	86	3.8%	92	4.1%	12.2%
	Hispanic	Executive	2	0.1%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	1	0.0%	0	0.0%	1	0.0%	3	0.1%	50.0%
		Management/Supervisor	23	1.0%	26	1.2%	29	1.3%	34	1.5%	34	1.5%	36	1.6%	38	1.7%	39	1.8%	38	1.7%	38	1.7%	65.2%
		Technical/Professional	20	0.9%	19	0.9%	20	0.9%	22	1.0%	17	0.7%	18	0.8%	17	0.8%	17	0.8%	17	0.8%	16	0.7%	-20.0%
		Supervisor Non-Mid-Management	21	1.0%	24	1.1%	17	0.8%	16	0.7%	17	0.7%	25	1.1%	29	1.3%	29	1.3%	33	1.5%	32	1.4%	52.4%
		Non-Manager	492	22.4%	517	23.3%	539	23.8%	546	23.8%	550	23.9%	536	24.0%	546	24.1%	525	23.6%	543	24.2%	534	23.9%	8.5%
	Hispanic Total		558	25.4%	588	26.5%	607	26.9%	620	27.0%	620	27.0%	617	27.6%	631	27.9%	610	27.4%	632	28.2%	623	27.9%	11.6%
	Native American/Alaskan	Executive	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.0%	0	0.0%	0	0.0%	N/A
		Management/Supervisor	1	0.0%	1	0.0%	1	0.0%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	1	0.0%	2	0.1%	2	0.1%	100.0%
		Technical/Professional	1	0.0%	1	0.0%	1	0.0%	1	0.0%	2	0.1%	1	0.0%	1	0.0%	1	0.0%	0	0.0%	0	0.0%	-100.0%
		Supervisor Non-Mid-Management	1	0.0%	1	0.0%	1	0.0%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		Non-Manager	10	0.5%	9	0.4%	10	0.4%	10	0.4%	11	0.5%	10	0.4%	9	0.4%	9	0.4%	6	0.3%	7	0.3%	-30.0%
	Native American/Alaskan Total		13	0.6%	12	0.5%	13	0.6%	14	0.6%	15	0.7%	13	0.6%	12	0.5%	12	0.5%	8	0.4%	9	0.4%	-30.8%
	Other	Executive	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.0%	1	0.0%	N/A
		Management/Supervisor	1	0.0%	1	0.0%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	1	0.0%	1	0.0%	0.0%
		Technical/Professional	2	0.1%	1	0.0%	2	0.1%	1	0.0%	2	0.1%	2	0.1%	3	0.1%	2	0.1%	1	0.0%	1	0.0%	-50.0%
		Non-Manager	10	0.5%	13	0.6%	14	0.6%	15	0.7%	21	0.9%	16	0.7%	17	0.8%	15	0.7%	7	0.3%	9	0.4%	-10.0%
	Other Total		13	0.6%	15	0.7%	18	0.8%	18	0.8%	25	1.1%	20	0.9%	22	1.0%	19	0.9%	10	0.4%	12	0.5%	-7.7%
	White	Executive	16	0.7%	14	0.6%	14	0.6%	13	0.6%	13	0.6%	13	0.6%	14	0.6%	13	0.6%	12	0.5%	10	0.4%	-37.5%
		Management/Supervisor	159	7.2%	162	7.3%	162	7.2%	169	7.4%	159	6.9%	162	7.2%	165	7.3%	160	7.2%	174	7.8%	175	7.8%	10.1%
		Technical/Professional	76	3.5%	77	3.5%	80	3.5%	70	3.1%	71	3.1%	63	2.8%	58	2.6%	57	2.6%	37	1.6%	38	1.7%	-50.0%
		Supervisor Non-Mid-Management	107	4.9%	100	4.5%	105	4.6%	105	4.6%	107	4.7%	103	4.6%	101	4.5%	96	4.3%	90	4.0%	89	4.0%	-16.8%
	White Total		812	36.9%	772	34.8%	749	33.1%	746	32.5%	710	30.9%	678	30.3%	657	29.0%	648	29.1%	638	28.4%	621	27.8%	-23.5%
	Total Employees		2,198	100.0%	2,217	100.0%	2,260	100.0%	2,295	100.0%	2,297	100.0%	2,236	100.0%	2,264	100.0%	2,226	100.0%	2,244	100.0%	2,233	100.0%	1.6%

Total Hourly Employees By Race/Ethnicity and Level

			2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
Type	Race/Ethnicity	Level	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Hourly	Armenian	Management/Supervisor	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	4	0.8%	4	0.8%	N/A
		Technical/Professional	2	0.4%	2	0.3%	5	0.8%	6	1.2%	5	0.9%	4	0.8%	5	1.0%	6	1.3%	0	0.0%	0	0.0%	-100.0%
		Non-Manager	110	19.5%	121	20.7%	145	23.5%	131	25.1%	150	26.9%	139	27.9%	145	30.3%	151	32.8%	164	33.3%	167	32.7%	51.8%
	Armenian Total		112	19.9%	123	21.0%	150	24.3%	137	26.3%	155	27.8%	143	28.7%	150	31.3%	157	34.1%	168	34.1%	171	33.5%	52.7%
	Asian/Pacific Islander	Management/Supervisor	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	7	1.4%	7	1.4%	N/A
		Technical/Professional	3	0.5%	5	0.9%	3	0.5%	2	0.4%	3	0.5%	4	0.8%	5	1.0%	4	0.9%	0	0.0%	0	0.0%	-100.0%
		Non-Manager	35	6.2%	41	7.0%	42	6.8%	36	6.9%	34	6.1%	27	5.4%	28	5.8%	24	5.2%	27	5.5%	32	6.3%	-8.6%
	Asian/Pacific Islander Total		38	6.7%	46	7.9%	45	7.3%	38	7.3%	37	6.6%	31	6.2%	33	6.9%	28	6.1%	34	6.9%	39	7.6%	2.6%
	Black	Technical/Professional	1	0.2%	5	0.9%	4	0.6%	1	0.2%	0	0.0%	1	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		Non-Manager	24	4.3%	22	3.8%	21	3.4%	14	2.7%	23	4.1%	19	3.8%	21	4.4%	17	3.7%	15	3.0%	19	3.7%	-20.8%
	Black Total		25	4.4%	27	4.6%	25	4.0%	15	2.9%	23	4.1%	20	4.0%	21	4.4%	17	3.7%	15	3.0%	19	3.7%	-24.0%
	Hispanic	Management/Supervisor	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	0.4%	3	0.6%	N/A
		Technical/Professional	6	1.1%	4	0.7%	5	0.8%	4	0.8%	4	0.7%	4	0.8%	2	0.4%	1	0.2%	1	0.2%	0	0.0%	-100.0%
		Non-Manager	178	31.6%	190	32.5%	191	30.9%	156	29.9%	151	27.1%	137	27.5%	136	28.4%	121	26.3%	139	28.2%	129	25.2%	-27.5%
	Hispanic Total		184	32.6%	194	33.2%	196	31.7%	160	30.7%	155	27.8%	141	28.3%	138	28.8%	122	26.5%	142	28.8%	132	25.8%	-28.3%
	Native American/Alaskan	Management/Supervisor	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.2%	1	0.2%	N/A
		Technical/Professional	1	0.2%	1	0.2%	1	0.2%	1	0.2%	2	0.4%	1	0.2%	1	0.2%	1	0.2%	0	0.0%	0	0.0%	-100.0%
		Non-Manager	5	0.9%	4	0.7%	3	0.5%	1	0.2%	1	0.2%	0	0.0%	1	0.2%	1	0.2%	0	0.0%	1	0.2%	-80.0%
	Native American/Alaskan Total		6	1.1%	5	0.9%	4	0.6%	2	0.4%	3	0.5%	1	0.2%	2	0.4%	2	0.4%	1	0.2%	2	0.4%	-66.7%
	Other	Technical/Professional	1	0.2%	0	0.0%	0	0.0%	0	0.0%	1	0.2%	1	0.2%	1	0.2%	1	0.2%	0	0.0%	0	0.0%	-100.0%
		Non-Manager	8	1.4%	10	1.7%	10	1.6%	8	1.5%	16	2.9%	10	2.0%	6	1.3%	3	0.7%	1	0.2%	3	0.6%	-62.5%
	Other Total		9	1.6%	10	1.7%	10	1.6%	8	1.5%	17	3.1%	11	2.2%	7	1.5%	4	0.9%	1	0.2%	3	0.6%	-66.7%
	White	Management/Supervisor	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	13	2.6%	19	3.7%	N/A
		Technical/Professional	29	5.1%	31	5.3%	34	5.5%	28	5.4%	24	4.3%	22	4.4%	18	3.8%	19	4.1%	0	0.0%	0	0.0%	-100.0%
		Supervisor Non-Mid-Management	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.2%	2	0.4%	N/A
		Non-Manager	161	28.5%	149	25.5%	154	24.9%	133	25.5%	143	25.7%	130	26.1%	110	23.0%	111	24.1%	118	23.9%	124	24.3%	-23.0%
White Total		190	33.7%	180	30.8%	188	30.4%	161	30.9%	167	30.0%	152	30.5%	128	26.7%	130	28.3%	132	26.8%	145	28.4%	-23.7%	
Hourly Total			564	100.0%	585	100.0%	618	100.0%	521	100.0%	557	100.0%	499	100.0%	479	100.0%	460	100.0%	493	100.0%	511	100.0%	-9.4%

Total Salaried Employees By Race/Ethnicity and Level

			2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
Type	Race/Ethnicity	Level	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Salaried	Armenian	Executive	1	0.1%	1	0.1%	2	0.1%	3	0.2%	3	0.2%	3	0.2%	3	0.2%	3	0.2%	3	0.2%	2	0.1%	100.0%
		Management/Supervisor	11	0.7%	12	0.7%	10	0.6%	9	0.5%	9	0.5%	14	0.8%	14	0.8%	15	0.8%	17	1.0%	19	1.1%	72.7%
		Technical/Professional	5	0.3%	9	0.6%	9	0.5%	15	0.8%	21	1.2%	20	1.2%	27	1.5%	28	1.6%	30	1.7%	29	1.7%	480.0%
		Supervisor Non-Mid-Management	1	0.1%	1	0.1%	2	0.1%	3	0.2%	3	0.2%	8	0.5%	10	0.6%	12	0.7%	10	0.6%	10	0.6%	900.0%
		Non-Manager	68	4.2%	73	4.5%	78	4.8%	100	5.6%	100	5.7%	103	5.9%	111	6.2%	114	6.5%	125	7.1%	131	7.6%	92.6%
	Armenian Total		86	5.3%	96	5.9%	101	6.2%	130	7.3%	136	7.8%	148	8.5%	165	9.2%	172	9.7%	185	10.6%	191	11.1%	122.1%
	Asian/Pacific Islander	Management/Supervisor	26	1.6%	26	1.6%	27	1.6%	27	1.5%	26	1.5%	22	1.3%	23	1.3%	23	1.3%	25	1.4%	26	1.5%	0.0%
		Technical/Professional	5	0.3%	3	0.2%	6	0.4%	9	0.5%	10	0.6%	12	0.7%	16	0.9%	15	0.8%	16	0.9%	16	0.9%	220.0%
		Supervisor Non-Mid-Management	9	0.6%	10	0.6%	11	0.7%	12	0.7%	11	0.6%	12	0.7%	13	0.7%	12	0.7%	15	0.9%	17	1.0%	88.9%
		Non-Manager	86	5.3%	90	5.5%	89	5.4%	106	6.0%	109	6.3%	112	6.4%	115	6.4%	114	6.5%	114	6.5%	104	6.0%	20.9%
	Asian/Pacific Islander Total		126	7.7%	129	7.9%	133	8.1%	154	8.7%	156	9.0%	158	9.1%	167	9.4%	164	9.3%	170	9.7%	163	9.5%	29.4%
	Black	Executive	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%	1	0.1%	1	0.1%	1	0.1%	N/A
		Management/Supervisor	9	0.6%	10	0.6%	10	0.6%	11	0.6%	13	0.7%	13	0.7%	12	0.7%	11	0.6%	11	0.6%	12	0.7%	33.3%
		Technical/Professional	6	0.4%	6	0.4%	7	0.4%	10	0.6%	10	0.6%	9	0.5%	9	0.5%	9	0.5%	10	0.6%	9	0.5%	50.0%
		Supervisor Non-Mid-Management	5	0.3%	6	0.4%	6	0.4%	7	0.4%	7	0.4%	8	0.5%	9	0.5%	9	0.5%	7	0.4%	6	0.3%	20.0%
		Non-Manager	37	2.3%	34	2.1%	35	2.1%	38	2.1%	40	2.3%	37	2.1%	37	2.1%	43	2.4%	42	2.4%	45	2.6%	21.6%
	Black Total		57	3.5%	56	3.4%	58	3.5%	66	3.7%	70	4.0%	67	3.9%	68	3.8%	73	4.1%	71	4.1%	73	4.2%	28.1%
	Hispanic	Executive	2	0.1%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	1	0.1%	0	0.0%	1	0.1%	3	0.2%	50.0%
		Management/Supervisor	23	1.4%	26	1.6%	29	1.8%	34	1.9%	34	2.0%	36	2.1%	38	2.1%	39	2.2%	36	2.1%	35	2.0%	52.2%
		Technical/Professional	14	0.9%	15	0.9%	15	0.9%	18	1.0%	13	0.7%	14	0.8%	15	0.8%	16	0.9%	16	0.9%	16	0.9%	14.3%
		Supervisor Non-Mid-Management	21	1.3%	24	1.5%	17	1.0%	16	0.9%	17	1.0%	25	1.4%	29	1.6%	29	1.6%	33	1.9%	32	1.9%	52.4%
		Non-Manager	314	19.2%	327	20.0%	348	21.2%	390	22.0%	399	22.9%	399	23.0%	410	23.0%	404	22.9%	404	23.1%	405	23.5%	29.0%
	Hispanic Total		374	22.9%	394	24.1%	411	25.0%	460	25.9%	465	26.7%	476	27.4%	493	27.6%	488	27.6%	490	28.0%	491	28.5%	31.3%
	Native American/Alaskan	Executive	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%	0	0.0%	0	0.0%	N/A
		Management/Supervisor	1	0.1%	1	0.1%	1	0.1%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	1	0.1%	1	0.1%	1	0.1%	0.0%
		Supervisor Non-Mid-Management	1	0.1%	1	0.1%	1	0.1%	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		Non-Manager	5	0.3%	5	0.3%	7	0.4%	9	0.5%	10	0.6%	10	0.6%	8	0.4%	8	0.5%	6	0.3%	6	0.3%	20.0%
	Native American/Alaskan Total		7	0.4%	7	0.4%	9	0.5%	12	0.7%	12	0.7%	12	0.7%	10	0.6%	10	0.6%	7	0.4%	7	0.4%	0.0%
	Other	Executive	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%	1	0.1%	N/A
		Management/Supervisor	1	0.1%	1	0.1%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	1	0.1%	1	0.1%	0.0%
		Technical/Professional	1	0.1%	1	0.1%	2	0.1%	1	0.1%	1	0.1%	1	0.1%	2	0.1%	1	0.1%	1	0.1%	1	0.1%	0.0%
		Non-Manager	2	0.1%	3	0.2%	4	0.2%	7	0.4%	5	0.3%	6	0.3%	11	0.6%	12	0.7%	6	0.3%	6	0.3%	200.0%
	Other Total		4	0.2%	5	0.3%	8	0.5%	10	0.6%	8	0.5%	9	0.5%	15	0.8%	15	0.8%	9	0.5%	9	0.5%	125.0%
	White	Executive	16	1.0%	14	0.9%	14	0.9%	13	0.7%	13	0.7%	13	0.7%	14	0.8%	13	0.7%	12	0.7%	10	0.6%	-37.5%
		Management/Supervisor	159	9.7%	162	9.9%	162	9.9%	169	9.5%	159	9.1%	162	9.3%	165	9.2%	160	9.1%	161	9.2%	156	9.1%	-1.9%
		Technical/Professional	47	2.9%	46	2.8%	46	2.8%	42	2.4%	47	2.7%	41	2.4%	40	2.2%	38	2.2%	37	2.1%	38	2.2%	-19.1%
		Supervisor Non-Mid-Management	107	6.5%	100	6.1%	105	6.4%	105	5.9%	107	6.1%	103	5.9%	101	5.7%	96	5.4%	89	5.1%	87	5.1%	-18.7%
		Non-Manager	651	39.8%	623	38.2%	595	36.2%	613	34.6%	567	32.6%	548	31.5%	547	30.6%	537	30.4%	520	29.7%	497	28.9%	-23.7%
	White Total		980	60.0%	945	57.9%	922	56.2%	942	53.1%	893	51.3%	867	49.9%	867	48.6%	844	47.8%	819	46.8%	788	45.8%	-19.6%
Salaried Total			1,634	100.0%	1,632	100.0%	1,642	100.0%	1,774	100.0%	1,740	100.0%	1,737	100.0%	1,785	100.0%	1,766	100.0%	1,751	100.0%	1,722	100.0%	5.4%

**Total Employees
By Level and Race/Ethnicity**

			2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
	Level	Race/Ethnicity	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total	Executive	Armenian	1	0.0%	1	0.0%	2	0.1%	3	0.1%	3	0.1%	3	0.1%	3	0.1%	3	0.1%	3	0.1%	2	0.1%	100.0%
		Black	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.0%	1	0.0%	1	0.0%	1	0.0%	N/A
		Hispanic	2	0.1%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	1	0.0%	0	0.0%	1	0.0%	3	0.1%	50.0%
		Native American/Alaskan	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.0%	0	0.0%	0	0.0%	N/A
		Other	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.0%	1	0.0%	N/A
		White	16	0.7%	14	0.6%	14	0.6%	13	0.6%	13	0.6%	13	0.6%	14	0.6%	13	0.6%	12	0.5%	10	0.4%	-37.5%
	Executive Total		19	0.9%	17	0.8%	18	0.8%	18	0.8%	18	0.8%	18	0.8%	19	0.8%	18	0.8%	18	0.8%	17	0.8%	-10.5%
	Management/Supervisor	Armenian	11	0.5%	12	0.5%	10	0.4%	9	0.4%	9	0.4%	14	0.6%	14	0.6%	15	0.7%	21	0.9%	23	1.0%	109.1%
		Asian/Pacific Islander	26	1.2%	26	1.2%	27	1.2%	27	1.2%	26	1.1%	22	1.0%	23	1.0%	23	1.0%	32	1.4%	33	1.5%	26.9%
		Black	9	0.4%	10	0.5%	10	0.4%	11	0.5%	13	0.6%	13	0.6%	12	0.5%	11	0.5%	11	0.5%	12	0.5%	33.3%
		Hispanic	23	1.0%	26	1.2%	29	1.3%	34	1.5%	34	1.5%	36	1.6%	38	1.7%	39	1.8%	38	1.7%	38	1.7%	65.2%
		Native American/Alaskan	1	0.0%	1	0.0%	1	0.0%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	1	0.0%	2	0.1%	2	0.1%	100.0%
		Other	1	0.0%	1	0.0%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	1	0.0%	1	0.0%	0.0%
	White	159	7.2%	162	7.3%	162	7.2%	169	7.4%	159	6.9%	162	7.2%	165	7.3%	160	7.2%	174	7.8%	175	7.8%	10.1%	
	Management/Supervisor Total		230	10.5%	238	10.7%	241	10.7%	254	11.1%	245	10.7%	251	11.2%	256	11.3%	251	11.3%	279	12.4%	284	12.7%	23.5%
	Technical/Professional	Armenian	7	0.3%	11	0.5%	14	0.6%	21	0.9%	26	1.1%	24	1.1%	32	1.4%	34	1.5%	30	1.3%	29	1.3%	314.3%
		Asian/Pacific Islander	8	0.4%	8	0.4%	9	0.4%	11	0.5%	13	0.6%	16	0.7%	21	0.9%	19	0.9%	16	0.7%	16	0.7%	100.0%
		Black	7	0.3%	11	0.5%	11	0.5%	11	0.5%	10	0.4%	10	0.4%	9	0.4%	9	0.4%	10	0.4%	9	0.4%	28.6%
		Hispanic	20	0.9%	19	0.9%	20	0.9%	22	1.0%	17	0.7%	18	0.8%	17	0.8%	17	0.8%	17	0.8%	16	0.7%	-20.0%
		Native American/Alaskan	1	0.0%	1	0.0%	1	0.0%	1	0.0%	2	0.1%	1	0.0%	1	0.0%	1	0.0%	0	0.0%	0	0.0%	-100.0%
		Other	2	0.1%	1	0.0%	2	0.1%	1	0.0%	2	0.1%	2	0.1%	3	0.1%	2	0.1%	1	0.0%	1	0.0%	-50.0%
	White	76	3.5%	77	3.5%	80	3.5%	70	3.1%	71	3.1%	63	2.8%	58	2.6%	57	2.6%	37	1.6%	38	1.7%	-50.0%	
	Technical/Professional Total		121	5.5%	128	5.8%	137	6.1%	137	6.0%	141	6.1%	134	6.0%	141	6.2%	139	6.2%	111	4.9%	109	4.9%	-9.9%
	Supervisor Non-Mid-Management	Armenian	1	0.0%	1	0.0%	2	0.1%	3	0.1%	3	0.1%	8	0.4%	10	0.4%	12	0.5%	10	0.4%	10	0.4%	900.0%
		Asian/Pacific Islander	9	0.4%	10	0.5%	11	0.5%	12	0.5%	11	0.5%	12	0.5%	13	0.6%	12	0.5%	15	0.7%	17	0.8%	88.9%
		Black	5	0.2%	6	0.3%	6	0.3%	7	0.3%	7	0.3%	8	0.4%	9	0.4%	9	0.4%	7	0.3%	6	0.3%	20.0%
		Hispanic	21	1.0%	24	1.1%	17	0.8%	16	0.7%	17	0.7%	25	1.1%	29	1.3%	29	1.3%	33	1.5%	32	1.4%	52.4%
		Native American/Alaskan	1	0.0%	1	0.0%	1	0.0%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		White	107	4.9%	100	4.5%	105	4.6%	105	4.6%	107	4.7%	103	4.6%	101	4.5%	96	4.3%	90	4.0%	89	4.0%	-16.8%
	Supervisor Non-Mid-Management Total		144	6.6%	142	6.4%	142	6.3%	144	6.3%	145	6.3%	156	7.0%	162	7.2%	158	7.1%	155	6.9%	154	6.9%	6.9%
	Non-Manager	Armenian	178	8.1%	194	8.8%	223	9.9%	231	10.1%	250	10.9%	242	10.8%	256	11.3%	265	11.9%	289	12.9%	298	13.3%	67.4%
		Asian/Pacific Islander	121	5.5%	131	5.9%	131	5.8%	142	6.2%	143	6.2%	139	6.2%	143	6.3%	138	6.2%	141	6.3%	136	6.1%	12.4%
		Black	61	2.8%	56	2.5%	56	2.5%	52	2.3%	63	2.7%	56	2.5%	58	2.6%	60	2.7%	57	2.5%	64	2.9%	4.9%
		Hispanic	492	22.4%	517	23.3%	539	23.8%	546	23.8%	550	23.9%	536	24.0%	546	24.1%	525	23.6%	543	24.2%	534	23.9%	8.5%
		Native American/Alaskan	10	0.5%	9	0.4%	10	0.4%	10	0.4%	11	0.5%	10	0.4%	9	0.4%	9	0.4%	6	0.3%	7	0.3%	-30.0%
		Other	10	0.5%	13	0.6%	14	0.6%	15	0.7%	21	0.9%	16	0.7%	17	0.8%	15	0.7%	7	0.3%	9	0.4%	-10.0%
	White	812	36.9%	772	34.8%	749	33.1%	746	32.5%	710	30.9%	678	30.3%	657	29.0%	648	29.1%	638	28.4%	621	27.8%	-23.5%	
	Non-Manager Total		1,684	76.6%	1,692	76.3%	1,722	76.2%	1,742	75.9%	1,748	76.1%	1,677	75.0%	1,686	74.5%	1,660	74.6%	1,681	74.9%	1,669	74.7%	-0.9%
Total Employees			2,198	100.0%	2,217	100.0%	2,260	100.0%	2,295	100.0%	2,297	100.0%	2,236	100.0%	2,264	100.0%	2,226	100.0%	2,244	100.0%	2,233	100.0%	1.6%

Total Hourly Employees By Level and Race/Ethnicity

			2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011	
Type	Level	Race/Ethnicity	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
Hourly	Management/Supervisor	Armenian	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	4	0.8%	4	0.8%	N/A	
		Asian/Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	7	1.4%	7	1.4%	N/A	
		Hispanic	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	0.4%	3	0.6%	N/A	
		Native American/Alaskan	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.2%	1	0.2%	N/A	
		White	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	13	2.6%	19	3.7%	N/A	
	Management/Supervisor Total		0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	27	5.5%	34	6.7%	N/A	
	Technical/Professional	Armenian	2	0.4%	2	0.3%	5	0.8%	6	1.2%	5	0.9%	4	0.8%	5	1.0%	6	1.3%	0	0.0%	0	0.0%	-100.0%	
		Asian/Pacific Islander	3	0.5%	5	0.9%	3	0.5%	2	0.4%	3	0.5%	4	0.8%	5	1.0%	4	0.9%	0	0.0%	0	0.0%	-100.0%	
		Black	1	0.2%	5	0.9%	4	0.6%	1	0.2%	0	0.0%	1	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%	
		Hispanic	6	1.1%	4	0.7%	5	0.8%	4	0.8%	4	0.7%	4	0.8%	2	0.4%	1	0.2%	1	0.2%	0	0.0%	-100.0%	
		Native American/Alaskan	1	0.2%	1	0.2%	1	0.2%	1	0.2%	2	0.4%	1	0.2%	1	0.2%	1	0.2%	0	0.0%	0	0.0%	-100.0%	
		Other	1	0.2%	0	0.0%	0	0.0%	0	0.0%	1	0.2%	1	0.2%	1	0.2%	1	0.2%	0	0.0%	0	0.0%	-100.0%	
		White	29	5.1%	31	5.3%	34	5.5%	28	5.4%	24	4.3%	22	4.4%	18	3.8%	19	4.1%	0	0.0%	0	0.0%	-100.0%	
	Technical/Professional Total		43	7.6%	48	8.2%	52	8.4%	42	8.1%	39	7.0%	37	7.4%	32	6.7%	32	7.0%	1	0.2%	0	0.0%	-100.0%	
	Supervisor Non-Mid-Management																							
		White	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.2%	2	0.4%	N/A	
	Supervisor Non-Mid-Management Total		0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.2%	2	0.4%	N/A	
	Non-Manager	Armenian	110	19.5%	121	20.7%	145	23.5%	131	25.1%	150	26.9%	139	27.9%	145	30.3%	151	32.8%	164	33.3%	167	32.7%	51.8%	
		Asian/Pacific Islander	35	6.2%	41	7.0%	42	6.8%	36	6.9%	34	6.1%	27	5.4%	28	5.8%	24	5.2%	27	5.5%	32	6.3%	-8.6%	
		Black	24	4.3%	22	3.8%	21	3.4%	14	2.7%	23	4.1%	19	3.8%	21	4.4%	17	3.7%	15	3.0%	19	3.7%	-20.8%	
		Hispanic	178	31.6%	190	32.5%	191	30.9%	156	29.9%	151	27.1%	137	27.5%	136	28.4%	121	26.3%	139	28.2%	129	25.2%	-27.5%	
		Native American/Alaskan	5	0.9%	4	0.7%	3	0.5%	1	0.2%	1	0.2%	0	0.0%	1	0.2%	1	0.2%	0	0.0%	1	0.2%	-80.0%	
		Other	8	1.4%	10	1.7%	10	1.6%	8	1.5%	16	2.9%	10	2.0%	6	1.3%	3	0.7%	1	0.2%	3	0.6%	-62.5%	
		White	161	28.5%	149	25.5%	154	24.9%	133	25.5%	143	25.7%	130	26.1%	110	23.0%	111	24.1%	118	23.9%	124	24.3%	-23.0%	
		Non-Manager Total		521	92.4%	537	91.8%	566	91.6%	479	91.9%	518	93.0%	462	92.6%	447	93.3%	428	93.0%	464	94.1%	475	93.0%	-8.8%
Hourly Total			564	100.0%	585	100.0%	618	100.0%	521	100.0%	557	100.0%	499	100.0%	479	100.0%	460	100.0%	493	100.0%	511	100.0%	-9.4%	

Total Salaried Employees By Level and Race/Ethnicity

			2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
Type	Level	Race/Ethnicity	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Salaried	Executive	Armenian	1	0.1%	1	0.1%	2	0.1%	3	0.2%	3	0.2%	3	0.2%	3	0.2%	3	0.2%	3	0.2%	2	0.1%	100.0%
		Black	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%	1	0.1%	1	0.1%	1	0.1%	N/A
		Hispanic	2	0.1%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	1	0.1%	0	0.0%	1	0.1%	3	0.2%	50.0%
		Native American/Alaskan	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%	0	0.0%	0	0.0%	N/A
		Other	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%	1	0.1%	N/A
		White	16	1.0%	14	0.9%	14	0.9%	13	0.7%	13	0.7%	13	0.7%	14	0.8%	13	0.7%	12	0.7%	10	0.6%	-37.5%
		Executive Total	19	1.2%	17	1.0%	18	1.1%	18	1.0%	18	1.0%	18	1.0%	19	1.1%	18	1.0%	18	1.0%	17	1.0%	-10.5%
	Management/Supervisor	Armenian	11	0.7%	12	0.7%	10	0.6%	9	0.5%	9	0.5%	14	0.8%	14	0.8%	15	0.8%	17	1.0%	19	1.1%	72.7%
		Asian/Pacific Islander	26	1.6%	26	1.6%	27	1.6%	27	1.5%	26	1.5%	22	1.3%	23	1.3%	23	1.3%	25	1.4%	26	1.5%	0.0%
		Black	9	0.6%	10	0.6%	10	0.6%	11	0.6%	13	0.7%	13	0.7%	12	0.7%	11	0.6%	11	0.6%	12	0.7%	33.3%
		Hispanic	23	1.4%	26	1.6%	29	1.8%	34	1.9%	34	2.0%	36	2.1%	38	2.1%	39	2.2%	36	2.1%	35	2.0%	52.2%
		Native American/Alaskan	1	0.1%	1	0.1%	1	0.1%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	1	0.1%	1	0.1%	1	0.1%	0.0%
		Other	1	0.1%	1	0.1%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	1	0.1%	1	0.1%	0.0%
		White	159	9.7%	162	9.9%	162	9.9%	169	9.5%	159	9.1%	162	9.3%	165	9.2%	160	9.1%	161	9.2%	156	9.1%	-1.9%
	Management/Supervisor Total	230	14.1%	238	14.6%	241	14.7%	254	14.3%	245	14.1%	251	14.5%	256	14.3%	251	14.2%	252	14.4%	250	14.5%	8.7%	
	Technical/Professional	Armenian	5	0.3%	9	0.6%	9	0.5%	15	0.8%	21	1.2%	20	1.2%	27	1.5%	28	1.6%	30	1.7%	29	1.7%	480.0%
		Asian/Pacific Islander	5	0.3%	3	0.2%	6	0.4%	9	0.5%	10	0.6%	12	0.7%	16	0.9%	15	0.8%	16	0.9%	16	0.9%	220.0%
		Black	6	0.4%	6	0.4%	7	0.4%	10	0.6%	10	0.6%	9	0.5%	9	0.5%	9	0.5%	10	0.6%	9	0.5%	50.0%
		Hispanic	14	0.9%	15	0.9%	15	0.9%	18	1.0%	13	0.7%	14	0.8%	15	0.8%	16	0.9%	16	0.9%	16	0.9%	14.3%
		Other	1	0.1%	1	0.1%	2	0.1%	1	0.1%	1	0.1%	1	0.1%	2	0.1%	1	0.1%	1	0.1%	1	0.1%	0.0%
		White	47	2.9%	46	2.8%	46	2.8%	42	2.4%	47	2.7%	41	2.4%	40	2.2%	38	2.2%	37	2.1%	38	2.2%	-19.1%
		Technical/Professional Total	78	4.8%	80	4.9%	85	5.2%	95	5.4%	102	5.9%	97	5.6%	109	6.1%	107	6.1%	110	6.3%	109	6.3%	39.7%
	Supervisor Non-Mid- Management	Armenian	1	0.1%	1	0.1%	2	0.1%	3	0.2%	3	0.2%	8	0.5%	10	0.6%	12	0.7%	10	0.6%	10	0.6%	900.0%
		Asian/Pacific Islander	9	0.6%	10	0.6%	11	0.7%	12	0.7%	11	0.6%	12	0.7%	13	0.7%	12	0.7%	15	0.9%	17	1.0%	88.9%
		Black	5	0.3%	6	0.4%	6	0.4%	7	0.4%	7	0.4%	8	0.5%	9	0.5%	9	0.5%	7	0.4%	6	0.3%	20.0%
		Hispanic	21	1.3%	24	1.5%	17	1.0%	16	0.9%	17	1.0%	25	1.4%	29	1.6%	29	1.6%	33	1.9%	32	1.9%	52.4%
		Native American/Alaskan	1	0.1%	1	0.1%	1	0.1%	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		White	107	6.5%	100	6.1%	105	6.4%	105	5.9%	107	6.1%	103	5.9%	101	5.7%	96	5.4%	89	5.1%	87	5.1%	-18.7%
		Supervisor Non-Mid-Management Total	144	8.8%	142	8.7%	142	8.6%	144	8.1%	145	8.3%	156	9.0%	162	9.1%	158	8.9%	154	8.8%	152	8.8%	5.6%
	Non-Manager	Armenian	68	4.2%	73	4.5%	78	4.8%	100	5.6%	100	5.7%	103	5.9%	111	6.2%	114	6.5%	125	7.1%	131	7.6%	92.6%
		Asian/Pacific Islander	86	5.3%	90	5.5%	89	5.4%	106	6.0%	109	6.3%	112	6.4%	115	6.4%	114	6.5%	114	6.5%	104	6.0%	20.9%
		Black	37	2.3%	34	2.1%	35	2.1%	38	2.1%	40	2.3%	37	2.1%	37	2.1%	43	2.4%	42	2.4%	45	2.6%	21.6%
		Hispanic	314	19.2%	327	20.0%	348	21.2%	390	22.0%	399	22.9%	399	23.0%	410	23.0%	404	22.9%	404	23.1%	405	23.5%	29.0%
		Native American/Alaskan	5	0.3%	5	0.3%	7	0.4%	9	0.5%	10	0.6%	10	0.6%	8	0.4%	8	0.5%	6	0.3%	6	0.3%	20.0%
		Other	2	0.1%	3	0.2%	4	0.2%	7	0.4%	5	0.3%	6	0.3%	11	0.6%	12	0.7%	6	0.3%	6	0.3%	200.0%
		White	651	39.8%	623	38.2%	595	36.2%	613	34.6%	567	32.6%	548	31.5%	547	30.6%	537	30.4%	520	29.7%	497	28.9%	-23.7%
	Non-Manager Total	1,163	71.2%	1,155	70.8%	1,156	70.4%	1,263	71.2%	1,230	70.7%	1,215	69.9%	1,239	69.4%	1,232	69.8%	1,217	69.5%	1,194	69.3%	2.7%	
Salaried Total			1,634	100.0%	1,632	100.0%	1,642	100.0%	1,774	100.0%	1,740	100.0%	1,737	100.0%	1,785	100.0%	1,766	100.0%	1,751	100.0%	1,722	100.0%	5.4%

Total Employees By Gender and Level

Gender	Level	2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Female	Executive	7	1.0%	7	1.0%	7	1.0%	5	0.7%	5	0.7%	4	0.6%	4	0.6%	2	0.3%	3	0.4%	3	0.4%	-57.1%
	Management/Supervisor	65	9.2%	69	10.0%	71	10.2%	74	10.6%	80	11.0%	79	11.3%	79	11.5%	81	12.0%	84	12.4%	85	12.6%	30.8%
	Technical/Professional	51	7.2%	58	8.4%	58	8.3%	62	8.9%	66	9.1%	67	9.6%	64	9.3%	66	9.8%	55	8.1%	53	7.9%	3.9%
	Supervisor Non-Mid-Management	17	2.4%	16	2.3%	17	2.4%	19	2.7%	20	2.7%	27	3.9%	28	4.1%	27	4.0%	29	4.3%	27	4.0%	58.8%
	Non-Manager	567	80.2%	543	78.4%	546	78.1%	535	77.0%	557	76.5%	522	74.7%	513	74.6%	500	74.0%	508	74.8%	506	75.1%	-10.8%
Female Total		707	100.0%	693	100.0%	699	100.0%	695	100.0%	728	100.0%	699	100.0%	688	100.0%	676	100.0%	679	100.0%	674	100.0%	-4.7%

Gender	Level	2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Male	Executive	12	0.8%	10	0.7%	11	0.7%	13	0.8%	13	0.8%	14	0.9%	15	1.0%	16	1.0%	15	1.0%	14	0.9%	16.7%
	Management/Supervisor	165	11.1%	169	11.1%	170	10.9%	180	11.3%	165	10.5%	172	11.2%	177	11.2%	170	11.0%	195	12.5%	199	12.8%	20.6%
	Technical/Professional	70	4.7%	70	4.6%	79	5.1%	75	4.7%	75	4.8%	67	4.4%	77	4.9%	73	4.7%	56	3.6%	56	3.6%	-20.0%
	Supervisor Non-Mid-Management	127	8.5%	126	8.3%	125	8.0%	125	7.8%	125	8.0%	129	8.4%	134	8.5%	131	8.5%	126	8.1%	127	8.1%	0.0%
	Non-Manager	1,117	74.9%	1,149	75.4%	1,176	75.3%	1,207	75.4%	1,191	75.9%	1,155	75.1%	1,173	74.4%	1,160	74.8%	1,173	75.0%	1,163	74.6%	4.1%
Male Total		1,491	100.0%	1,524	100.0%	1,561	100.0%	1,600	100.0%	1,569	100.0%	1,537	100.0%	1,576	100.0%	1,550	100.0%	1,565	100.0%	1,559	100.0%	4.6%

	Level	2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total	Executive	19	0.9%	17	0.8%	18	0.8%	18	0.8%	18	0.8%	18	0.8%	19	0.8%	18	0.8%	18	0.8%	17	0.8%	-10.5%
	Management/Supervisor	230	10.5%	238	10.7%	241	10.7%	254	11.1%	245	10.7%	251	11.2%	256	11.3%	251	11.3%	279	12.4%	284	12.7%	23.5%
	Technical/Professional	121	5.5%	128	5.8%	137	6.1%	137	6.0%	141	6.1%	134	6.0%	141	6.2%	139	6.2%	111	4.9%	109	4.9%	-9.9%
	Supervisor Non-Mid-Management	144	6.6%	142	6.4%	142	6.3%	144	6.3%	145	6.3%	156	7.0%	162	7.2%	158	7.1%	155	6.9%	154	6.9%	6.9%
	Non-Manager	1,684	76.6%	1,692	76.3%	1,722	76.2%	1,742	75.9%	1,748	76.1%	1,677	75.0%	1,686	74.5%	1,660	74.6%	1,681	74.9%	1,669	74.7%	-0.9%
Grand Total		2,198	100.0%	2,217	100.0%	2,260	100.0%	2,295	100.0%	2,297	100.0%	2,236	100.0%	2,264	100.0%	2,226	100.0%	2,244	100.0%	2,233	100.0%	1.6%

	Gender	2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total	Female	707	32.2%	693	31.3%	699	30.9%	695	30.3%	728	31.7%	699	31.3%	688	30.4%	676	30.4%	679	30.3%	674	30.2%	-4.7%
	Male	1,491	67.8%	1,524	68.7%	1,561	69.1%	1,600	69.7%	1,569	68.3%	1,537	68.7%	1,576	69.6%	1,550	69.6%	1,565	69.7%	1,559	69.8%	4.6%
Grand Total		2,198	100.0%	2,217	100.0%	2,260	100.0%	2,295	100.0%	2,297	100.0%	2,236	100.0%	2,264	100.0%	2,226	100.0%	2,244	100.0%	2,233	100.0%	1.6%

Total Hourly Employees By Gender and Level

Type	Gender	Level	2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Hourly	Female	Management/Supervisor	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	9	4.4%	14	6.8%	N/A
		Technical/Professional	19	7.0%	17	6.6%	17	6.3%	15	6.9%	16	6.3%	17	7.4%	10	4.8%	11	5.6%	1	0.5%	0	0.0%	-100.0%
		Non-Manager	251	93.0%	241	93.4%	251	93.7%	203	93.1%	236	93.7%	212	92.6%	198	95.2%	185	94.4%	192	94.6%	192	92.8%	-23.5%
		Supervisor Non-Mid-Management	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.5%	1	0.5%	N/A
	Female Total		270	100.0%	258	100.0%	268	100.0%	218	100.0%	252	100.0%	229	100.0%	208	100.0%	196	100.0%	203	100.0%	207	100.0%	-23.3%

Type	Gender	Level	2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Hourly	Male	Management/Supervisor	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	18	6.2%	20	6.6%	N/A
		Technical/Professional	24	8.2%	31	9.5%	35	10.0%	27	8.9%	23	7.5%	20	7.4%	22	8.1%	21	8.0%	0	0.0%	0	0.0%	-100.0%
		Non-Manager	270	91.8%	296	90.5%	315	90.0%	276	91.1%	282	92.5%	250	92.6%	249	91.9%	243	92.0%	272	93.8%	283	93.1%	4.8%
		Supervisor Non-Mid-Management	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.3%	N/A
	Male Total		294	100.0%	327	100.0%	350	100.0%	303	100.0%	305	100.0%	270	100.0%	271	100.0%	264	100.0%	290	100.0%	304	100.0%	3.4%

Type	Level	2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Hourly Total	Management/Supervisor	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	27	5.5%	34	6.7%	N/A
	Technical/Professional	43	7.6%	48	8.2%	52	8.4%	42	8.1%	39	7.0%	37	7.4%	32	6.7%	32	7.0%	1	0.2%	0	0.0%	-100.0%
	Non-Manager	521	92.4%	537	91.8%	566	91.6%	479	91.9%	518	93.0%	462	92.6%	447	93.3%	428	93.0%	464	94.1%	475	93.0%	-8.8%
	Supervisor Non-Mid-Management	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.2%	2	0.4%	N/A
Hourly Total		564	100.0%	585	100.0%	618	100.0%	521	100.0%	557	100.0%	499	100.0%	479	100.0%	460	100.0%	493	100.0%	511	100.0%	-9.4%

Total Salaried Employees By Gender and Level

			2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
Type	Gender	Level	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Salaried	Female	Executive	7	1.6%	7	1.6%	7	1.6%	5	1.0%	5	1.1%	4	0.9%	4	0.8%	2	0.4%	3	0.6%	3	0.6%	-57.1%
		Management/Supervisor	65	14.9%	69	15.9%	71	16.5%	74	15.5%	80	16.8%	79	16.8%	79	16.5%	81	16.9%	75	15.8%	71	15.2%	9.2%
		Technical/Professional	32	7.3%	41	9.4%	41	9.5%	47	9.9%	50	10.5%	50	10.6%	54	11.3%	55	11.5%	54	11.3%	53	11.3%	65.6%
		Supervisor Non-Mid-Management	17	3.9%	16	3.7%	17	3.9%	19	4.0%	20	4.2%	27	5.7%	28	5.8%	27	5.6%	28	5.9%	26	5.6%	52.9%
		Non-Manager	316	72.3%	302	69.4%	295	68.4%	332	69.6%	321	67.4%	310	66.0%	315	65.6%	315	65.6%	316	66.4%	314	67.2%	-0.6%
		Female Total	437	100.0%	435	100.0%	431	100.0%	477	100.0%	476	100.0%	470	100.0%	480	100.0%	480	100.0%	476	100.0%	467	100.0%	6.9%

			2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
Type	Gender	Level	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Salaried	Male	Executive	12	1.0%	10	0.8%	11	0.9%	13	1.0%	13	1.0%	14	1.1%	15	1.1%	16	1.2%	15	1.2%	14	1.1%	16.7%
		Management/Supervisor	165	13.8%	169	14.1%	170	14.0%	180	13.9%	165	13.1%	172	13.6%	177	13.6%	170	13.2%	177	13.9%	179	14.3%	8.5%
		Technical/Professional	46	3.8%	39	3.3%	44	3.6%	48	3.7%	52	4.1%	47	3.7%	55	4.2%	52	4.0%	56	4.4%	56	4.5%	21.7%
		Supervisor Non-Mid-Management	127	10.6%	126	10.5%	125	10.3%	125	9.6%	125	9.9%	129	10.2%	134	10.3%	131	10.2%	126	9.9%	126	10.0%	-0.8%
		Non-Manager	847	70.8%	853	71.3%	861	71.1%	931	71.8%	909	71.9%	905	71.4%	924	70.8%	917	71.3%	901	70.7%	880	70.1%	3.9%
		Male Total	1,197	100.0%	1,197	100.0%	1,211	100.0%	1,297	100.0%	1,264	100.0%	1,267	100.0%	1,305	100.0%	1,286	100.0%	1,275	100.0%	1,255	100.0%	4.8%

Type	Level	2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Salaried Total	Executive	19	1.2%	17	1.0%	18	1.1%	18	1.0%	18	1.0%	18	1.0%	19	1.1%	18	1.0%	18	1.0%	17	1.0%	-10.5%
	Management/Supervisor	230	14.1%	238	14.6%	241	14.7%	254	14.3%	245	14.1%	251	14.5%	256	14.3%	251	14.2%	252	14.4%	250	14.5%	8.7%
	Technical/Professional	78	4.8%	80	4.9%	85	5.2%	95	5.4%	102	5.9%	97	5.6%	109	6.1%	107	6.1%	110	6.3%	109	6.3%	39.7%
	Supervisor Non-Mid-Management	144	8.8%	142	8.7%	142	8.6%	144	8.1%	145	8.3%	156	9.0%	162	9.1%	158	8.9%	154	8.8%	152	8.8%	5.6%
	Non-Manager	1,163	71.2%	1,155	70.8%	1,156	70.4%	1,263	71.2%	1,230	70.7%	1,215	69.9%	1,239	69.4%	1,232	69.8%	1,217	69.5%	1,194	69.3%	2.7%
Salaried Total		1,634	100.0%	1,632	100.0%	1,642	100.0%	1,774	100.0%	1,740	100.0%	1,737	100.0%	1,785	100.0%	1,766	100.0%	1,751	100.0%	1,722	100.0%	5.4%

Total Employees By Level and Gender

	Level	Gender	2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total	Executive	Female	7	0.3%	7	0.3%	7	0.3%	5	0.2%	5	0.2%	4	0.2%	4	0.2%	2	0.1%	3	0.1%	3	0.1%	-57.1%
		Male	12	0.5%	10	0.5%	11	0.5%	13	0.6%	13	0.6%	14	0.6%	15	0.7%	16	0.7%	15	0.7%	14	0.6%	16.7%
	Executive Total		19	0.9%	17	0.8%	18	0.8%	18	0.8%	18	0.8%	18	0.8%	19	0.8%	18	0.8%	18	0.8%	17	0.8%	-10.5%
	Management/Supervisor	Female	65	3.0%	69	3.1%	71	3.1%	74	3.2%	80	3.5%	79	3.5%	79	3.5%	81	3.6%	84	3.7%	85	3.8%	30.8%
		Male	165	7.5%	169	7.6%	170	7.5%	180	7.8%	165	7.2%	172	7.7%	177	7.8%	170	7.6%	195	8.7%	199	8.9%	20.6%
	Management/Supervisor Total		230	10.5%	238	10.7%	241	10.7%	254	11.1%	245	10.7%	251	11.2%	256	11.3%	251	11.3%	279	12.4%	284	12.7%	23.5%
	Technical/Professional	Female	51	2.3%	58	2.6%	58	2.6%	62	2.7%	66	2.9%	67	3.0%	64	2.8%	66	3.0%	55	2.5%	53	2.4%	3.9%
		Male	70	3.2%	70	3.2%	79	3.5%	75	3.3%	75	3.3%	67	3.0%	77	3.4%	73	3.3%	56	2.5%	56	2.5%	-20.0%
	Technical/Professional Total		121	5.5%	128	5.8%	137	6.1%	137	6.0%	141	6.1%	134	6.0%	141	6.2%	139	6.2%	111	4.9%	109	4.9%	-9.9%
	Supervisor Non-Mid- Management	Female	17	0.8%	16	0.7%	17	0.8%	19	0.8%	20	0.9%	27	1.2%	28	1.2%	27	1.2%	29	1.3%	27	1.2%	58.8%
		Male	127	5.8%	126	5.7%	125	5.5%	125	5.4%	125	5.4%	129	5.8%	134	5.9%	131	5.9%	126	5.6%	127	5.7%	0.0%
	Supervisor Non-Mid-Management Total		144	6.6%	142	6.4%	142	6.3%	144	6.3%	145	6.3%	156	7.0%	162	7.2%	158	7.1%	155	6.9%	154	6.9%	6.9%
	Non-Manager	Female	567	25.8%	543	24.5%	546	24.2%	535	23.3%	557	24.2%	522	23.3%	513	22.7%	500	22.5%	508	22.6%	506	22.7%	-10.8%
		Male	1,117	50.8%	1,149	51.8%	1,176	52.0%	1,207	52.6%	1,191	51.9%	1,155	51.7%	1,173	51.8%	1,160	52.1%	1,173	52.3%	1,163	52.1%	4.1%
	Non-Manager Total		1,684	76.6%	1,692	76.3%	1,722	76.2%	1,742	75.9%	1,748	76.1%	1,677	75.0%	1,686	74.5%	1,660	74.6%	1,681	74.9%	1,669	74.7%	-0.9%
	Grand Total		2,198	100.0%	2,217	100.0%	2,260	100.0%	2,295	100.0%	2,297	100.0%	2,236	100.0%	2,264	100.0%	2,226	100.0%	2,244	100.0%	2,233	100.0%	1.6%

Total Hourly Employees By Level and Gender

Type	Level	Gender	2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Hourly	Management/Supervisor	Female	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	9	1.8%	14	2.7%	N/A
		Male	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	18	3.7%	20	3.9%	N/A
	Management/Supervisor Total		0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	27	5.5%	34	6.7%	N/A
	Technical/Professional	Female	19	3.4%	17	2.9%	17	2.8%	15	2.9%	16	2.9%	17	3.4%	10	2.1%	11	2.4%	1	0.2%	0	0.0%	-100.0%
		Male	24	4.3%	31	5.3%	35	5.7%	27	5.2%	23	4.1%	20	4.0%	22	4.6%	21	4.6%	0	0.0%	0	0.0%	-100.0%
	Technical/Professional Total		43	7.6%	48	8.2%	52	8.4%	42	8.1%	39	7.0%	37	7.4%	32	6.7%	32	7.0%	1	0.2%	0	0.0%	-100.0%
	Supervisor Non-Mid-Management	Female	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.2%	1	0.2%	N/A
		Male	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.2%	N/A
	Supervisor Non-Mid-Management Total		0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.2%	2	0.4%	N/A
	Non-Manager	Female	251	44.5%	241	41.2%	251	40.6%	203	39.0%	236	42.4%	212	42.5%	198	41.3%	185	40.2%	192	38.9%	192	37.6%	-23.5%
		Male	270	47.9%	296	50.6%	315	51.0%	276	53.0%	282	50.6%	250	50.1%	249	52.0%	243	52.8%	272	55.2%	283	55.4%	4.8%
	Non-Manager Total		521	92.4%	537	91.8%	566	91.6%	479	91.9%	518	93.0%	462	92.6%	447	93.3%	428	93.0%	464	94.1%	475	93.0%	-8.8%
Hourly Total			564	100.0%	585	100.0%	618	100.0%	521	100.0%	557	100.0%	499	100.0%	479	100.0%	460	100.0%	493	100.0%	511	100.0%	-9.4%

Total Salaried Employees By Level and Gender

			2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
Type	Level	Gender	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Salaried	Executive	Female	7	0.4%	7	0.4%	7	0.4%	5	0.3%	5	0.3%	4	0.2%	4	0.2%	2	0.1%	3	0.2%	3	0.2%	-57.1%
		Male	12	0.7%	10	0.6%	11	0.7%	13	0.7%	13	0.7%	14	0.8%	15	0.8%	16	0.9%	15	0.9%	14	0.8%	16.7%
	Executive Total		19	1.2%	17	1.0%	18	1.1%	18	1.0%	18	1.0%	18	1.0%	19	1.1%	18	1.0%	18	1.0%	17	1.0%	-10.5%
	Management/Supervisor	Female	65	4.0%	69	4.2%	71	4.3%	74	4.2%	80	4.6%	79	4.5%	79	4.4%	81	4.6%	75	4.3%	71	4.1%	9.2%
		Male	165	10.1%	169	10.4%	170	10.4%	180	10.1%	165	9.5%	172	9.9%	177	9.9%	170	9.6%	177	10.1%	179	10.4%	8.5%
	Management/Supervisor Total		230	14.1%	238	14.6%	241	14.7%	254	14.3%	245	14.1%	251	14.5%	256	14.3%	251	14.2%	252	14.4%	250	14.5%	8.7%
	Technical/Professional	Female	32	2.0%	41	2.5%	41	2.5%	47	2.6%	50	2.9%	50	2.9%	54	3.0%	55	3.1%	54	3.1%	53	3.1%	65.6%
		Male	46	2.8%	39	2.4%	44	2.7%	48	2.7%	52	3.0%	47	2.7%	55	3.1%	52	2.9%	56	3.2%	56	3.3%	21.7%
	Technical/Professional Total		78	4.8%	80	4.9%	85	5.2%	95	5.4%	102	5.9%	97	5.6%	109	6.1%	107	6.1%	110	6.3%	109	6.3%	39.7%
	Supervisor Non-Mid-Management	Female	17	1.0%	16	1.0%	17	1.0%	19	1.1%	20	1.1%	27	1.6%	28	1.6%	27	1.5%	28	1.6%	26	1.5%	52.9%
		Male	127	7.8%	126	7.7%	125	7.6%	125	7.0%	125	7.2%	129	7.4%	134	7.5%	131	7.4%	126	7.2%	126	7.3%	-0.8%
	Supervisor Non-Mid-Management Total		144	8.8%	142	8.7%	142	8.6%	144	8.1%	145	8.3%	156	9.0%	162	9.1%	158	8.9%	154	8.8%	152	8.8%	5.6%
	Non-Manager	Female	316	19.3%	302	18.5%	295	18.0%	332	18.7%	321	18.4%	310	17.8%	315	17.6%	315	17.8%	316	18.0%	314	18.2%	-0.6%
		Male	847	51.8%	853	52.3%	861	52.4%	931	52.5%	909	52.2%	905	52.1%	924	51.8%	917	51.9%	901	51.5%	880	51.1%	3.9%
Non-Manager Total		1,163	71.2%	1,155	70.8%	1,156	70.4%	1,263	71.2%	1,230	70.7%	1,215	69.9%	1,239	69.4%	1,232	69.8%	1,217	69.5%	1,194	69.3%	2.7%	
Salaried Total			1,634	100.0%	1,632	100.0%	1,642	100.0%	1,774	100.0%	1,740	100.0%	1,737	100.0%	1,785	100.0%	1,766	100.0%	1,751	100.0%	1,722	100.0%	5.4%

Total Employees By Gender and Race/Ethnicity

	Gender	2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total	Female	707	32.2%	693	31.3%	699	30.9%	695	30.3%	728	31.7%	699	31.3%	688	30.4%	676	30.4%	679	30.3%	674	30.2%	-4.7%
	Male	1,491	67.8%	1,524	68.7%	1,561	69.1%	1,600	69.7%	1,569	68.3%	1,537	68.7%	1,576	69.6%	1,550	69.6%	1,565	69.7%	1,559	69.8%	4.6%
Grand Total		2,198	100.0%	2,217	100.0%	2,260	100.0%	2,295	100.0%	2,297	100.0%	2,236	100.0%	2,264	100.0%	2,226	100.0%	2,244	100.0%	2,233	100.0%	1.6%

	Gender	Race/Ethnicity	2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total	Female	Armenian	120	5.5%	122	5.5%	136	6.0%	144	6.3%	158	6.9%	154	6.9%	160	7.1%	167	7.5%	174	7.8%	177	7.9%	47.5%
		Asian/Pacific Islander	54	2.5%	60	2.7%	60	2.7%	66	2.9%	71	3.1%	65	2.9%	64	2.8%	62	2.8%	68	3.0%	62	2.8%	14.8%
		Black	27	1.2%	25	1.1%	24	1.1%	21	0.9%	23	1.0%	20	0.9%	20	0.9%	22	1.0%	24	1.1%	28	1.3%	3.7%
		Hispanic	181	8.2%	176	7.9%	173	7.7%	163	7.1%	173	7.5%	177	7.9%	179	7.9%	164	7.4%	169	7.5%	167	7.5%	-7.7%
		Native American/Alaskan	5	0.2%	4	0.2%	4	0.2%	4	0.2%	5	0.2%	3	0.1%	3	0.1%	3	0.1%	2	0.1%	3	0.1%	-40.0%
		Other	9	0.4%	8	0.4%	9	0.4%	7	0.3%	9	0.4%	10	0.4%	10	0.4%	7	0.3%	5	0.2%	6	0.3%	-33.3%
		White	311	14.1%	298	13.4%	293	13.0%	290	12.6%	289	12.6%	270	12.1%	252	11.1%	251	11.3%	237	10.6%	231	10.3%	-25.7%
		Female Total	707	32.2%	693	31.3%	699	30.9%	695	30.3%	728	31.7%	699	31.3%	688	30.4%	676	30.4%	679	30.3%	674	30.2%	-4.7%
	Male	Armenian	78	3.5%	97	4.4%	115	5.1%	123	5.4%	133	5.8%	137	6.1%	155	6.8%	162	7.3%	179	8.0%	185	8.3%	137.2%
		Asian/Pacific Islander	110	5.0%	115	5.2%	118	5.2%	126	5.5%	122	5.3%	124	5.5%	136	6.0%	130	5.8%	136	6.1%	140	6.3%	27.3%
		Black	55	2.5%	58	2.6%	59	2.6%	60	2.6%	70	3.0%	67	3.0%	69	3.0%	68	3.1%	62	2.8%	64	2.9%	16.4%
		Hispanic	377	17.2%	412	18.6%	434	19.2%	457	19.9%	447	19.5%	440	19.7%	452	20.0%	446	20.0%	463	20.6%	456	20.4%	21.0%
		Native American/Alaskan	8	0.4%	8	0.4%	9	0.4%	10	0.4%	10	0.4%	10	0.4%	9	0.4%	9	0.4%	6	0.3%	6	0.3%	-25.0%
		Other	4	0.2%	7	0.3%	9	0.4%	11	0.5%	16	0.7%	10	0.4%	12	0.5%	12	0.5%	5	0.2%	6	0.3%	50.0%
		White	859	39.1%	827	37.3%	817	36.2%	813	35.4%	771	33.6%	749	33.5%	743	32.8%	723	32.5%	714	31.8%	702	31.4%	-18.3%
		Male Total	1,491	67.8%	1,524	68.7%	1,561	69.1%	1,600	69.7%	1,569	68.3%	1,537	68.7%	1,576	69.6%	1,550	69.6%	1,565	69.7%	1,559	69.8%	4.6%
	Grand Total		2,198	100.0%	2,217	100.0%	2,260	100.0%	2,295	100.0%	2,297	100.0%	2,236	100.0%	2,264	100.0%	2,226	100.0%	2,244	100.0%	2,233	100.0%	1.6%

Total Hourly Employees By Gender and Race/Ethnicity

Type	Gender	2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Hourly	Female	270	47.9%	258	44.1%	268	43.4%	218	41.8%	252	45.2%	229	45.9%	208	43.4%	196	42.6%	203	41.2%	207	40.5%	-23.3%
	Male	294	52.1%	327	55.9%	350	56.6%	303	58.2%	305	54.8%	270	54.1%	271	56.6%	264	57.4%	290	58.8%	304	59.5%	3.4%
Hourly Total		564	100.0%	585	100.0%	618	100.0%	521	100.0%	557	100.0%	499	100.0%	479	100.0%	460	100.0%	493	100.0%	511	100.0%	-9.4%

			2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
Type	Gender	Race/Ethnicity	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Hourly	Female	Armenian	71	12.6%	68	11.6%	84	13.6%	77	14.8%	83	14.9%	76	15.2%	75	15.7%	78	17.0%	76	15.4%	80	15.7%	12.7%
		Asian/Pacific Islander	15	2.7%	20	3.4%	18	2.9%	14	2.7%	18	3.2%	13	2.6%	10	2.1%	8	1.7%	10	2.0%	11	2.2%	-26.7%
		Black	11	2.0%	9	1.5%	9	1.5%	3	0.6%	5	0.9%	5	1.0%	4	0.8%	4	0.9%	6	1.2%	9	1.8%	-18.2%
		Hispanic	72	12.8%	67	11.5%	66	10.7%	42	8.1%	56	10.1%	57	11.4%	56	11.7%	45	9.8%	49	9.9%	42	8.2%	-41.7%
		Native American/Alaskan	3	0.5%	2	0.3%	2	0.3%	1	0.2%	2	0.4%	0	0.0%	1	0.2%	1	0.2%	0	0.0%	1	0.2%	-66.7%
		Other	7	1.2%	6	1.0%	4	0.6%	1	0.2%	5	0.9%	4	0.8%	3	0.6%	0	0.0%	0	0.0%	1	0.2%	-85.7%
		White	91	16.1%	86	14.7%	85	13.8%	80	15.4%	83	14.9%	74	14.8%	59	12.3%	60	13.0%	62	12.6%	63	12.3%	-30.8%
	Female Total		270	47.9%	258	44.1%	268	43.4%	218	41.8%	252	45.2%	229	45.9%	208	43.4%	196	42.6%	203	41.2%	207	40.5%	-23.3%
	Male	Armenian	41	7.3%	55	9.4%	66	10.7%	60	11.5%	72	12.9%	67	13.4%	75	15.7%	79	17.2%	92	18.7%	91	17.8%	122.0%
		Asian/Pacific Islander	23	4.1%	26	4.4%	27	4.4%	24	4.6%	19	3.4%	18	3.6%	23	4.8%	20	4.3%	24	4.9%	28	5.5%	21.7%
		Black	14	2.5%	18	3.1%	16	2.6%	12	2.3%	18	3.2%	15	3.0%	17	3.5%	13	2.8%	9	1.8%	10	2.0%	-28.6%
		Hispanic	112	19.9%	127	21.7%	130	21.0%	118	22.6%	99	17.8%	84	16.8%	82	17.1%	77	16.7%	93	18.9%	90	17.6%	-19.6%
		Native American/Alaskan	3	0.5%	3	0.5%	2	0.3%	1	0.2%	1	0.2%	1	0.2%	1	0.2%	1	0.2%	1	0.2%	1	0.2%	-66.7%
		Other	2	0.4%	4	0.7%	6	1.0%	7	1.3%	12	2.2%	7	1.4%	4	0.8%	4	0.9%	1	0.2%	2	0.4%	0.0%
		White	99	17.6%	94	16.1%	103	16.7%	81	15.5%	84	15.1%	78	15.6%	69	14.4%	70	15.2%	70	14.2%	82	16.0%	-17.2%
	Male Total		294	52.1%	327	55.9%	350	56.6%	303	58.2%	305	54.8%	270	54.1%	271	56.6%	264	57.4%	290	58.8%	304	59.5%	3.4%
Hourly Total			564	100.0%	585	100.0%	618	100.0%	521	100.0%	557	100.0%	499	100.0%	479	100.0%	460	100.0%	493	100.0%	511	100.0%	-9.4%

Total Salaried Employees By Gender and Race/Ethnicity

Type	Gender	2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Salaried	Female	437	26.7%	435	26.7%	431	26.2%	477	26.9%	476	27.4%	470	27.1%	480	26.9%	480	27.2%	476	27.2%	467	27.1%	6.9%
	Male	1,197	73.3%	1,197	73.3%	1,211	73.8%	1,297	73.1%	1,264	72.6%	1,267	72.9%	1,305	73.1%	1,286	72.8%	1,275	72.8%	1,255	72.9%	4.8%
Salaried Total		1,634	100.0%	1,632	100.0%	1,642	100.0%	1,774	100.0%	1,740	100.0%	1,737	100.0%	1,785	100.0%	1,766	100.0%	1,751	100.0%	1,722	100.0%	5.4%

			2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
Type	Gender	Race/Ethnicity	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Salaried	Female	Armenian	49	3.0%	54	3.3%	52	3.2%	67	3.8%	75	4.3%	78	4.5%	85	4.8%	89	5.0%	98	5.6%	97	5.6%	98.0%
		Asian/Pacific Islander	39	2.4%	40	2.5%	42	2.6%	52	2.9%	53	3.0%	52	3.0%	54	3.0%	54	3.1%	58	3.3%	51	3.0%	30.8%
		Black	16	1.0%	16	1.0%	15	0.9%	18	1.0%	18	1.0%	15	0.9%	16	0.9%	18	1.0%	18	1.0%	19	1.1%	18.8%
		Hispanic	109	6.7%	109	6.7%	107	6.5%	121	6.8%	117	6.7%	120	6.9%	123	6.9%	119	6.7%	120	6.9%	125	7.3%	14.7%
		Native American/Alaskan	2	0.1%	2	0.1%	2	0.1%	3	0.2%	3	0.2%	3	0.2%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	0.0%
		Other	2	0.1%	2	0.1%	5	0.3%	6	0.3%	4	0.2%	6	0.3%	7	0.4%	7	0.4%	5	0.3%	5	0.3%	150.0%
		White	220	13.5%	212	13.0%	208	12.7%	210	11.8%	206	11.8%	196	11.3%	193	10.8%	191	10.8%	175	10.0%	168	9.8%	-23.6%
	Female Total		437	26.7%	435	26.7%	431	26.2%	477	26.9%	476	27.4%	470	27.1%	480	26.9%	480	27.2%	476	27.2%	467	27.1%	6.9%
	Male	Armenian	37	2.3%	42	2.6%	49	3.0%	63	3.6%	61	3.5%	70	4.0%	80	4.5%	83	4.7%	87	5.0%	94	5.5%	154.1%
		Asian/Pacific Islander	87	5.3%	89	5.5%	91	5.5%	102	5.7%	103	5.9%	106	6.1%	113	6.3%	110	6.2%	112	6.4%	112	6.5%	28.7%
		Black	41	2.5%	40	2.5%	43	2.6%	48	2.7%	52	3.0%	52	3.0%	52	2.9%	55	3.1%	53	3.0%	54	3.1%	31.7%
		Hispanic	265	16.2%	285	17.5%	304	18.5%	339	19.1%	348	20.0%	356	20.5%	370	20.7%	369	20.9%	370	21.1%	366	21.3%	38.1%
		Native American/Alaskan	5	0.3%	5	0.3%	7	0.4%	9	0.5%	9	0.5%	9	0.5%	8	0.4%	8	0.5%	5	0.3%	5	0.3%	0.0%
		Other	2	0.1%	3	0.2%	3	0.2%	4	0.2%	4	0.2%	3	0.2%	8	0.4%	8	0.5%	4	0.2%	4	0.2%	100.0%
		White	760	46.5%	733	44.9%	714	43.5%	732	41.3%	687	39.5%	671	38.6%	674	37.8%	653	37.0%	644	36.8%	620	36.0%	-18.4%
	Male Total		1,197	73.3%	1,197	73.3%	1,211	73.8%	1,297	73.1%	1,264	72.6%	1,267	72.9%	1,305	73.1%	1,286	72.8%	1,275	72.8%	1,255	72.9%	4.8%
Salaried Total			1,634	100.0%	1,632	100.0%	1,642	100.0%	1,774	100.0%	1,740	100.0%	1,737	100.0%	1,785	100.0%	1,766	100.0%	1,751	100.0%	1,722	100.0%	5.4%

Total Employees By Race/Ethnicity and Gender

	Race/Ethnicity	Gender	2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total	Armenian	Female	120	5.5%	122	5.5%	136	6.0%	144	6.3%	158	6.9%	154	6.9%	160	7.1%	167	7.5%	174	7.8%	177	7.9%	47.5%
		Male	78	3.5%	97	4.4%	115	5.1%	123	5.4%	133	5.8%	137	6.1%	155	6.8%	162	7.3%	179	8.0%	185	8.3%	137.2%
	Armenian Total		198	9.0%	219	9.9%	251	11.1%	267	11.6%	291	12.7%	291	13.0%	315	13.9%	329	14.8%	353	15.7%	362	16.2%	82.8%
	Asian/Pacific Islander	Female	54	2.5%	60	2.7%	60	2.7%	66	2.9%	71	3.1%	65	2.9%	64	2.8%	62	2.8%	68	3.0%	62	2.8%	14.8%
		Male	110	5.0%	115	5.2%	118	5.2%	126	5.5%	122	5.3%	124	5.5%	136	6.0%	130	5.8%	136	6.1%	140	6.3%	27.3%
	Asian/Pacific Islander Total		164	7.5%	175	7.9%	178	7.9%	192	8.4%	193	8.4%	189	8.5%	200	8.8%	192	8.6%	204	9.1%	202	9.0%	23.2%
	Black	Female	27	1.2%	25	1.1%	24	1.1%	21	0.9%	23	1.0%	20	0.9%	20	0.9%	22	1.0%	24	1.1%	28	1.3%	3.7%
		Male	55	2.5%	58	2.6%	59	2.6%	60	2.6%	70	3.0%	67	3.0%	69	3.0%	68	3.1%	62	2.8%	64	2.9%	16.4%
	Black Total		82	3.7%	83	3.7%	83	3.7%	81	3.5%	93	4.0%	87	3.9%	89	3.9%	90	4.0%	86	3.8%	92	4.1%	12.2%
	Hispanic	Female	181	8.2%	176	7.9%	173	7.7%	163	7.1%	173	7.5%	177	7.9%	179	7.9%	164	7.4%	169	7.5%	167	7.5%	-7.7%
		Male	377	17.2%	412	18.6%	434	19.2%	457	19.9%	447	19.5%	440	19.7%	452	20.0%	446	20.0%	463	20.6%	456	20.4%	21.0%
	Hispanic Total		558	25.4%	588	26.5%	607	26.9%	620	27.0%	620	27.0%	617	27.6%	631	27.9%	610	27.4%	632	28.2%	623	27.9%	11.6%
	Native American/Alaskan	Female	5	0.2%	4	0.2%	4	0.2%	4	0.2%	5	0.2%	3	0.1%	3	0.1%	3	0.1%	2	0.1%	3	0.1%	-40.0%
		Male	8	0.4%	8	0.4%	9	0.4%	10	0.4%	10	0.4%	10	0.4%	9	0.4%	9	0.4%	6	0.3%	6	0.3%	-25.0%
	Native American/Alaskan Total		13	0.6%	12	0.5%	13	0.6%	14	0.6%	15	0.7%	13	0.6%	12	0.5%	12	0.5%	8	0.4%	9	0.4%	-30.8%
	Other	Female	9	0.4%	8	0.4%	9	0.4%	7	0.3%	9	0.4%	10	0.4%	10	0.4%	7	0.3%	5	0.2%	6	0.3%	-33.3%
		Male	4	0.2%	7	0.3%	9	0.4%	11	0.5%	16	0.7%	10	0.4%	12	0.5%	12	0.5%	5	0.2%	6	0.3%	50.0%
	Other Total		13	0.6%	15	0.7%	18	0.8%	18	0.8%	25	1.1%	20	0.9%	22	1.0%	19	0.9%	10	0.4%	12	0.5%	-7.7%
	White	Female	311	14.1%	298	13.4%	293	13.0%	290	12.6%	289	12.6%	270	12.1%	252	11.1%	251	11.3%	237	10.6%	231	10.3%	-25.7%
		Male	859	39.1%	827	37.3%	817	36.2%	813	35.4%	771	33.6%	749	33.5%	743	32.8%	723	32.5%	714	31.8%	702	31.4%	-18.3%
	White Total		1,170	53.2%	1,125	50.7%	1,110	49.1%	1,103	48.1%	1,060	46.1%	1,019	45.6%	995	43.9%	974	43.8%	951	42.4%	933	41.8%	-20.3%
	Grand Total		2,198	100.0%	2,217	100.0%	2,260	100.0%	2,295	100.0%	2,297	100.0%	2,236	100.0%	2,264	100.0%	2,226	100.0%	2,244	100.0%	2,233	100.0%	1.6%

Total Hourly Employees By Race/Ethnicity and Gender

Type	Race/Ethnicity	Gender	2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Hourly	Armenian	Female	71	12.6%	68	11.6%	84	13.6%	77	14.8%	83	14.9%	76	15.2%	75	15.7%	78	17.0%	76	15.4%	80	15.7%	12.7%
		Male	41	7.3%	55	9.4%	66	10.7%	60	11.5%	72	12.9%	67	13.4%	75	15.7%	79	17.2%	92	18.7%	91	17.8%	122.0%
	Armenian Total		112	19.9%	123	21.0%	150	24.3%	137	26.3%	155	27.8%	143	28.7%	150	31.3%	157	34.1%	168	34.1%	171	33.5%	52.7%
	Asian/Pacific Islander	Female	15	2.7%	20	3.4%	18	2.9%	14	2.7%	18	3.2%	13	2.6%	10	2.1%	8	1.7%	10	2.0%	11	2.2%	-26.7%
		Male	23	4.1%	26	4.4%	27	4.4%	24	4.6%	19	3.4%	18	3.6%	23	4.8%	20	4.3%	24	4.9%	28	5.5%	21.7%
	Asian/Pacific Islander Total		38	6.7%	46	7.9%	45	7.3%	38	7.3%	37	6.6%	31	6.2%	33	6.9%	28	6.1%	34	6.9%	39	7.6%	2.6%
	Black	Female	11	2.0%	9	1.5%	9	1.5%	3	0.6%	5	0.9%	5	1.0%	4	0.8%	4	0.9%	6	1.2%	9	1.8%	-18.2%
		Male	14	2.5%	18	3.1%	16	2.6%	12	2.3%	18	3.2%	15	3.0%	17	3.5%	13	2.8%	9	1.8%	10	2.0%	-28.6%
	Black Total		25	4.4%	27	4.6%	25	4.0%	15	2.9%	23	4.1%	20	4.0%	21	4.4%	17	3.7%	15	3.0%	19	3.7%	-24.0%
	Hispanic	Female	72	12.8%	67	11.5%	66	10.7%	42	8.1%	56	10.1%	57	11.4%	56	11.7%	45	9.8%	49	9.9%	42	8.2%	-41.7%
		Male	112	19.9%	127	21.7%	130	21.0%	118	22.6%	99	17.8%	84	16.8%	82	17.1%	77	16.7%	93	18.9%	90	17.6%	-19.6%
	Hispanic Total		184	32.6%	194	33.2%	196	31.7%	160	30.7%	155	27.8%	141	28.3%	138	28.8%	122	26.5%	142	28.8%	132	25.8%	-28.3%
	Native American/Alaskan	Female	3	0.5%	2	0.3%	2	0.3%	1	0.2%	2	0.4%	0	0.0%	1	0.2%	1	0.2%	0	0.0%	1	0.2%	-66.7%
		Male	3	0.5%	3	0.5%	2	0.3%	1	0.2%	1	0.2%	1	0.2%	1	0.2%	1	0.2%	1	0.2%	1	0.2%	-66.7%
	Native American/Alaskan Total		6	1.1%	5	0.9%	4	0.6%	2	0.4%	3	0.5%	1	0.2%	2	0.4%	2	0.4%	1	0.2%	2	0.4%	-66.7%
	Other	Female	7	1.2%	6	1.0%	4	0.6%	1	0.2%	5	0.9%	4	0.8%	3	0.6%	0	0.0%	0	0.0%	1	0.2%	-85.7%
		Male	2	0.4%	4	0.7%	6	1.0%	7	1.3%	12	2.2%	7	1.4%	4	0.8%	4	0.9%	1	0.2%	2	0.4%	0.0%
	Other Total		9	1.6%	10	1.7%	10	1.6%	8	1.5%	17	3.1%	11	2.2%	7	1.5%	4	0.9%	1	0.2%	3	0.6%	-66.7%
	White	Female	91	16.1%	86	14.7%	85	13.8%	80	15.4%	83	14.9%	74	14.8%	59	12.3%	60	13.0%	62	12.6%	63	12.3%	-30.8%
		Male	99	17.6%	94	16.1%	103	16.7%	81	15.5%	84	15.1%	78	15.6%	69	14.4%	70	15.2%	70	14.2%	82	16.0%	-17.2%
	White Total		190	33.7%	180	30.8%	188	30.4%	161	30.9%	167	30.0%	152	30.5%	128	26.7%	130	28.3%	132	26.8%	145	28.4%	-23.7%
Hourly Total			564	100.0%	585	100.0%	618	100.0%	521	100.0%	557	100.0%	499	100.0%	479	100.0%	460	100.0%	493	100.0%	511	100.0%	-9.4%

Total Salaried Employees By Race/Ethnicity and Gender

			2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
Type	Race/Ethnicity	Gender	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Salaried	Armenian	Female	49	3.0%	54	3.3%	52	3.2%	67	3.8%	75	4.3%	78	4.5%	85	4.8%	89	5.0%	98	5.6%	97	5.6%	98.0%
		Male	37	2.3%	42	2.6%	49	3.0%	63	3.6%	61	3.5%	70	4.0%	80	4.5%	83	4.7%	87	5.0%	94	5.5%	154.1%
	Armenian Total		86	5.3%	96	5.9%	101	6.2%	130	7.3%	136	7.8%	148	8.5%	165	9.2%	172	9.7%	185	10.6%	191	11.1%	122.1%
	Asian/Pacific Islander	Female	39	2.4%	40	2.5%	42	2.6%	52	2.9%	53	3.0%	52	3.0%	54	3.0%	54	3.1%	58	3.3%	51	3.0%	30.8%
		Male	87	5.3%	89	5.5%	91	5.5%	102	5.7%	103	5.9%	106	6.1%	113	6.3%	110	6.2%	112	6.4%	112	6.5%	28.7%
	Asian/Pacific Islander Total		126	7.7%	129	7.9%	133	8.1%	154	8.7%	156	9.0%	158	9.1%	167	9.4%	164	9.3%	170	9.7%	163	9.5%	29.4%
	Black	Female	16	1.0%	16	1.0%	15	0.9%	18	1.0%	18	1.0%	15	0.9%	16	0.9%	18	1.0%	18	1.0%	19	1.1%	18.8%
		Male	41	2.5%	40	2.5%	43	2.6%	48	2.7%	52	3.0%	52	3.0%	52	2.9%	55	3.1%	53	3.0%	54	3.1%	31.7%
	Black Total		57	3.5%	56	3.4%	58	3.5%	66	3.7%	70	4.0%	67	3.9%	68	3.8%	73	4.1%	71	4.1%	73	4.2%	28.1%
	Hispanic	Female	109	6.7%	109	6.7%	107	6.5%	121	6.8%	117	6.7%	120	6.9%	123	6.9%	119	6.7%	120	6.9%	125	7.3%	14.7%
		Male	265	16.2%	285	17.5%	304	18.5%	339	19.1%	348	20.0%	356	20.5%	370	20.7%	369	20.9%	370	21.1%	366	21.3%	38.1%
	Hispanic Total		374	22.9%	394	24.1%	411	25.0%	460	25.9%	465	26.7%	476	27.4%	493	27.6%	488	27.6%	490	28.0%	491	28.5%	31.3%
	Native American/Alaskan	Female	2	0.1%	2	0.1%	2	0.1%	3	0.2%	3	0.2%	3	0.2%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	0.0%
		Male	5	0.3%	5	0.3%	7	0.4%	9	0.5%	9	0.5%	9	0.5%	8	0.4%	8	0.5%	5	0.3%	5	0.3%	0.0%
	Native American/Alaskan Total		7	0.4%	7	0.4%	9	0.5%	12	0.7%	12	0.7%	12	0.7%	10	0.6%	10	0.6%	7	0.4%	7	0.4%	0.0%
	Other	Female	2	0.1%	2	0.1%	5	0.3%	6	0.3%	4	0.2%	6	0.3%	7	0.4%	7	0.4%	5	0.3%	5	0.3%	150.0%
		Male	2	0.1%	3	0.2%	3	0.2%	4	0.2%	4	0.2%	3	0.2%	8	0.4%	8	0.5%	4	0.2%	4	0.2%	100.0%
	Other Total		4	0.2%	5	0.3%	8	0.5%	10	0.6%	8	0.5%	9	0.5%	15	0.8%	15	0.8%	9	0.5%	9	0.5%	125.0%
	White	Female	220	13.5%	212	13.0%	208	12.7%	210	11.8%	206	11.8%	196	11.3%	193	10.8%	191	10.8%	175	10.0%	168	9.8%	-23.6%
		Male	760	46.5%	733	44.9%	714	43.5%	732	41.3%	687	39.5%	671	38.6%	674	37.8%	653	37.0%	644	36.8%	620	36.0%	-18.4%
	White Total		980	60.0%	945	57.9%	922	56.2%	942	53.1%	893	51.3%	867	49.9%	867	48.6%	844	47.8%	819	46.8%	788	45.8%	-19.6%
Salaried Total			1,634	100.0%	1,632	100.0%	1,642	100.0%	1,774	100.0%	1,740	100.0%	1,737	100.0%	1,785	100.0%	1,766	100.0%	1,751	100.0%	1,722	100.0%	5.4%

Total Employees By Department and Race/Ethnicity

Department	Type	Ethnic Group	2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Administrative Services	Hourly	Armenian	4	8.7%	5	10.9%	6	12.5%	4	8.7%	8	15.1%	8	15.4%	5	9.3%	3	7.5%	1	2.2%	1	2.2%	-75.0%
		Asian/Pacific Islander	2	4.3%	1	2.2%	3	6.3%	3	6.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		Hispanic	2	4.3%	3	6.5%	3	6.3%	2	4.3%	2	3.8%	2	3.8%	4	7.4%	1	2.5%	3	6.7%	3	6.7%	50.0%
		White	0	0.0%	0	0.0%	1	2.1%	0	0.0%	0	0.0%	1	1.9%	1	1.9%	0	0.0%	0	0.0%	0	0.0%	N/A
		Hourly Total	8	17.4%	9	19.6%	13	27.1%	9	19.6%	10	18.9%	11	21.2%	10	18.5%	4	10.0%	4	8.9%	4	8.9%	-50.0%
	Salaried	Armenian	2	4.3%	2	4.3%	2	4.2%	4	8.7%	4	7.5%	5	9.6%	4	7.4%	5	12.5%	6	13.3%	7	15.6%	250.0%
		Asian/Pacific Islander	12	26.1%	12	26.1%	13	27.1%	14	30.4%	13	24.5%	11	21.2%	13	24.1%	12	30.0%	14	31.1%	13	28.9%	8.3%
		Black	1	2.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	1.9%	1	2.5%	1	2.2%	1	2.2%	0.0%
		Hispanic	8	17.4%	6	13.0%	4	8.3%	5	10.9%	8	15.1%	8	15.4%	8	14.8%	5	12.5%	9	20.0%	9	20.0%	12.5%
		Other	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	1.9%	1	2.5%	0	0.0%	0	0.0%	N/A
		White	15	32.6%	17	37.0%	16	33.3%	14	30.4%	18	34.0%	17	32.7%	17	31.5%	12	30.0%	11	24.4%	11	24.4%	-26.7%
	Salaried Total		38	82.6%	37	80.4%	35	72.9%	37	80.4%	43	81.1%	41	78.8%	44	81.5%	36	90.0%	41	91.1%	41	91.1%	7.9%

Department	Ethnic Group	2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total	Armenian	6	13.0%	7	15.2%	8	16.7%	8	17.4%	12	22.6%	13	25.0%	9	16.7%	8	20.0%	7	15.6%	8	17.8%	33.3%
	Asian/Pacific Islander	14	30.4%	13	28.3%	16	33.3%	17	37.0%	13	24.5%	11	21.2%	13	24.1%	12	30.0%	14	31.1%	13	28.9%	-7.1%
	Black	1	2.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	1.9%	1	2.5%	1	2.2%	1	2.2%	0.0%
	Hispanic	10	21.7%	9	19.6%	7	14.6%	7	15.2%	10	18.9%	10	19.2%	12	22.2%	6	15.0%	12	26.7%	12	26.7%	20.0%
	Other	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	1.9%	1	2.5%	0	0.0%	0	0.0%	N/A
	White	15	32.6%	17	37.0%	17	35.4%	14	30.4%	18	34.0%	18	34.6%	18	33.3%	12	30.0%	11	24.4%	11	24.4%	-26.7%
Total		46	100.0%	46	100.0%	48	100.0%	46	100.0%	53	100.0%	52	100.0%	54	100.0%	40	100.0%	45	100.0%	45	100.0%	-2.2%

**Total Employees
By Department and Race/Ethnicity**

Department	Type	Ethnic Group	2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
City Attorney	Hourly	Armenian	0	0.0%	0	0.0%	1	4.3%	1	4.0%	1	4.3%	0	0.0%	0	0.0%	0	0.0%	2	8.0%	2	8.7%	N/A
		Asian/Pacific Islander	0	0.0%	0	0.0%	0	0.0%	1	4.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
		Hispanic	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	4.0%	0	0.0%	N/A
		White	1	4.5%	0	0.0%	1	4.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	4.0%	1	4.3%	0.0%
		Hourly Total	1	4.5%	0	0.0%	2	8.7%	2	8.0%	1	4.3%	0	0.0%	0	0.0%	0	0.0%	4	16.0%	3	13.0%	200.0%
	Salaried	Armenian	2	9.1%	3	13.6%	2	8.7%	2	8.0%	2	8.7%	2	10.0%	3	14.3%	4	19.0%	4	16.0%	4	17.4%	100.0%
		Asian/Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	4.3%	1	5.0%	1	4.8%	1	4.8%	1	4.0%	1	4.3%	N/A
		Black	2	9.1%	2	9.1%	2	8.7%	3	12.0%	2	8.7%	2	10.0%	2	9.5%	2	9.5%	2	8.0%	2	8.7%	0.0%
		Hispanic	3	13.6%	3	13.6%	3	13.0%	5	20.0%	4	17.4%	4	20.0%	5	23.8%	5	23.8%	5	20.0%	5	21.7%	66.7%
		Other	0	0.0%	0	0.0%	1	4.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
		White	14	63.6%	14	63.6%	13	56.5%	13	52.0%	13	56.5%	11	55.0%	10	47.6%	9	42.9%	9	36.0%	8	34.8%	-42.9%
	Salaried Total		21	95.5%	22	100.0%	21	91.3%	23	92.0%	22	95.7%	20	100.0%	21	100.0%	21	100.0%	21	84.0%	20	87.0%	-4.8%

Department	Ethnic Group	2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total	Armenian	2	9.1%	3	13.6%	3	13.0%	3	12.0%	3	13.0%	2	10.0%	3	14.3%	4	19.0%	6	24.0%	6	26.1%	200.0%
	Asian/Pacific Islander	0	0.0%	0	0.0%	0	0.0%	1	4.0%	1	4.3%	1	5.0%	1	4.8%	1	4.8%	1	4.0%	1	4.3%	N/A
	Black	2	9.1%	2	9.1%	2	8.7%	3	12.0%	2	8.7%	2	10.0%	2	9.5%	2	9.5%	2	8.0%	2	8.7%	0.0%
	Hispanic	3	13.6%	3	13.6%	3	13.0%	5	20.0%	4	17.4%	4	20.0%	5	23.8%	5	23.8%	6	24.0%	5	21.7%	66.7%
	Other	0	0.0%	0	0.0%	1	4.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
	White	15	68.2%	14	63.6%	14	60.9%	13	52.0%	13	56.5%	11	55.0%	10	47.6%	9	42.9%	10	40.0%	9	39.1%	-40.0%
Total		22	100.0%	22	100.0%	23	100.0%	25	100.0%	23	100.0%	20	100.0%	21	100.0%	21	100.0%	25	100.0%	23	100.0%	4.5%

**Total Employees
By Department and Race/Ethnicity**

Department	Type	Ethnic Group	2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
City Clerk	Hourly	Armenian	1	7.1%	1	7.7%	1	7.1%	1	8.3%	1	7.7%	1	7.7%	1	9.1%	2	11.8%	1	8.3%	4	23.5%	300.0%
		Asian/Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	5.9%	N/A
		Hispanic	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	5.9%	1	8.3%	0	0.0%	N/A
		White	1	7.1%	1	7.7%	2	14.3%	1	8.3%	1	7.7%	1	7.7%	0	0.0%	4	23.5%	0	0.0%	2	11.8%	100.0%
	Hourly Total		2	14.3%	2	15.4%	3	21.4%	2	16.7%	2	15.4%	2	15.4%	1	9.1%	7	41.2%	2	16.7%	7	41.2%	250.0%
	Salaried	Armenian	1	7.1%	1	7.7%	1	7.1%	2	16.7%	2	15.4%	2	15.4%	2	18.2%	2	11.8%	2	16.7%	2	11.8%	100.0%
		Asian/Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	5.9%	1	8.3%	1	5.9%	N/A
		Black	1	7.1%	1	7.7%	1	7.1%	1	8.3%	1	7.7%	1	7.7%	1	9.1%	1	5.9%	1	8.3%	1	5.9%	0.0%
		Hispanic	3	21.4%	3	23.1%	3	21.4%	3	25.0%	5	38.5%	5	38.5%	4	36.4%	3	17.6%	4	33.3%	4	23.5%	33.3%
		White	7	50.0%	6	46.2%	6	42.9%	4	33.3%	3	23.1%	3	23.1%	3	27.3%	3	17.6%	2	16.7%	2	11.8%	-71.4%
	Salaried Total		12	85.7%	11	84.6%	11	78.6%	10	83.3%	11	84.6%	11	84.6%	10	90.9%	10	58.8%	10	83.3%	10	58.8%	-16.7%

Department	Ethnic Group	2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total	Armenian	2	14.3%	2	15.4%	2	14.3%	3	25.0%	3	23.1%	3	23.1%	3	27.3%	4	23.5%	3	25.0%	6	35.3%	200.0%
	Asian/Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	5.9%	1	8.3%	2	11.8%	N/A
	Black	1	7.1%	1	7.7%	1	7.1%	1	8.3%	1	7.7%	1	7.7%	1	9.1%	1	5.9%	1	8.3%	1	5.9%	0.0%
	Hispanic	3	21.4%	3	23.1%	3	21.4%	3	25.0%	5	38.5%	5	38.5%	4	36.4%	4	23.5%	5	41.7%	4	23.5%	33.3%
	White	8	57.1%	7	53.8%	8	57.1%	5	41.7%	4	30.8%	4	30.8%	3	27.3%	7	41.2%	2	16.7%	4	23.5%	-50.0%
Total		14	100.0%	13	100.0%	14	100.0%	12	100.0%	13	100.0%	13	100.0%	11	100.0%	17	100.0%	12	100.0%	17	100.0%	21.4%

Total Employees By Department and Race/Ethnicity

Department	Type	Ethnic Group	2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
City Treasurer	Hourly	Asian/Pacific Islander	0	0.0%	1	16.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
		Hourly Total	0	0.0%	1	16.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
	Salaried	Armenian	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	20.0%	0	0.0%	0	0.0%	0	0.0%	N/A
		Asian/Pacific Islander	2	40.0%	2	33.3%	2	40.0%	2	40.0%	2	40.0%	2	40.0%	1	20.0%	2	40.0%	2	50.0%	2	40.0%	0.0%
		Hispanic	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	20.0%	N/A
		White	3	60.0%	3	50.0%	3	60.0%	3	60.0%	3	60.0%	3	60.0%	3	60.0%	3	60.0%	2	50.0%	2	40.0%	-33.3%
	Salaried Total		5	100.0%	5	83.3%	5	100.0%	5	100.0%	5	100.0%	5	100.0%	5	100.0%	5	100.0%	4	100.0%	5	100.0%	0.0%

Department	Ethnic Group	2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total	Armenian	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	20.0%	0	0.0%	0	0.0%	0	0.0%	N/A
	Asian/Pacific Islander	2	40.0%	3	50.0%	2	40.0%	2	40.0%	2	40.0%	2	40.0%	1	20.0%	2	40.0%	2	50.0%	2	40.0%	0.0%
	Hispanic	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	20.0%	N/A
	White	3	60.0%	3	50.0%	3	60.0%	3	60.0%	3	60.0%	3	60.0%	3	60.0%	3	60.0%	2	50.0%	2	40.0%	-33.3%
	Total	5	100.0%	6	100.0%	5	100.0%	5	100.0%	5	100.0%	5	100.0%	5	100.0%	5	100.0%	4	100.0%	5	100.0%	0.0%

**Total Employees
By Department and Race/Ethnicity**

Department	Type	Ethnic Group	2011	
			#	%
Community Development	Hourly	Armenian	5	3.5%
		Asian/Pacific Islander	1	0.7%
		Hispanic	3	2.1%
		Native American/Alaskan	1	0.7%
		White	7	4.9%
	Hourly Total		17	12.0%
	Salaried	Armenian	25	17.6%
		Asian/Pacific Islander	9	6.3%
		Black	8	5.6%
		Hispanic	31	21.8%
		White	52	36.6%
	Salaried Total		125	88.0%

Department	Ethnic Group	2011	
		#	%
Total	Armenian	30	21.1%
	Asian/Pacific Islander	10	7.0%
	Black	8	5.6%
	Hispanic	34	23.9%
	Native American/Alaskan	1	0.7%
	White	59	41.5%
	Total	142	100.0%

This department was created in 2011 as the result of the organizational realignment. It consists of the previous Community Planning and Community Redevelopment and Housing Departments.

Total Employees By Department and Race/Ethnicity

Department	Type	Ethnic Group	2001		2002		2003		2004		2005		2006		2007		2008		2009		2010		% of Increase / Decrease from 2001 to 2010
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Community Planning	Hourly	Armenian	9	7.0%	3	2.1%	15	8.2%	16	8.8%	3	2.8%	5	4.5%	2	1.9%	1	1.0%	3	3.0%	3	3.0%	-66.7%
		Asian/Pacific Islander	1	0.8%	2	1.4%	3	1.6%	2	1.1%	1	0.9%	2	1.8%	1	1.0%	1	1.0%	0	0.0%	0	0.0%	-100.0%
		Black	1	0.8%	2	1.4%	5	2.7%	3	1.7%	1	0.9%	1	0.9%	1	1.0%	2	2.0%	1	1.0%	0	0.0%	-100.0%
		Hispanic	32	25.0%	41	28.5%	54	29.3%	49	27.1%	3	2.8%	4	3.6%	4	3.8%	2	2.0%	2	2.0%	3	3.0%	-90.6%
		Other	1	0.8%	1	0.7%	1	0.5%	3	1.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		White	8	6.3%	8	5.6%	15	8.2%	16	8.8%	2	1.9%	8	7.3%	8	7.7%	7	6.9%	6	6.0%	4	4.0%	-50.0%
	Hourly Total		52	40.6%	57	39.6%	93	50.5%	89	49.2%	10	9.3%	20	18.2%	16	15.4%	13	12.7%	12	12.0%	10	10.1%	-80.8%
	Salaried	Armenian	9	7.0%	12	8.3%	12	6.5%	12	6.6%	12	11.2%	11	10.0%	12	11.5%	14	13.7%	12	12.0%	12	12.1%	33.3%
		Asian/Pacific Islander	6	4.7%	7	4.9%	6	3.3%	6	3.3%	6	5.6%	5	4.5%	6	5.8%	7	6.9%	7	7.0%	7	7.1%	16.7%
		Black	4	3.1%	3	2.1%	4	2.2%	3	1.7%	3	2.8%	3	2.7%	3	2.9%	2	2.0%	2	2.0%	3	3.0%	-25.0%
		Hispanic	12	9.4%	15	10.4%	17	9.2%	19	10.5%	22	20.6%	17	15.5%	18	17.3%	19	18.6%	19	19.0%	19	19.2%	58.3%
		Native American/Alaskan	1	0.8%	1	0.7%	1	0.5%	1	0.6%	1	0.9%	1	0.9%	1	1.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		Other	1	0.8%	0	0.0%	1	0.5%	1	0.6%	1	0.9%	1	0.9%	1	1.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		White	43	33.6%	49	34.0%	50	27.2%	50	27.6%	52	48.6%	52	47.3%	47	45.2%	47	46.1%	48	48.0%	48	48.5%	11.6%
	Salaried Total		76	59.4%	87	60.4%	91	49.5%	92	50.8%	97	90.7%	90	81.8%	88	84.6%	89	87.3%	88	88.0%	89	89.9%	17.1%

Department	Ethnic Group	2001		2002		2003		2004		2005		2006		2007		2008		2009		2010		% of Increase / Decrease from 2001 to 2010
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total	Armenian	18	14.1%	15	10.4%	27	14.7%	28	15.5%	15	14.0%	16	14.5%	14	13.5%	15	14.7%	15	15.0%	15	15.2%	-16.7%
	Asian/Pacific Islander	7	5.5%	9	6.3%	9	4.9%	8	4.4%	7	6.5%	7	6.4%	7	6.7%	8	7.8%	7	7.0%	7	7.1%	0.0%
	Black	5	3.9%	5	3.5%	9	4.9%	6	3.3%	4	3.7%	4	3.6%	4	3.8%	4	3.9%	3	3.0%	3	3.0%	-40.0%
	Hispanic	44	34.4%	56	38.9%	71	38.6%	68	37.6%	25	23.4%	21	19.1%	22	21.2%	21	20.6%	21	21.0%	22	22.2%	-50.0%
	Native American/Alaskan	1	0.8%	1	0.7%	1	0.5%	1	0.6%	1	0.9%	1	0.9%	1	1.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
	Other	2	1.6%	1	0.7%	2	1.1%	4	2.2%	1	0.9%	1	0.9%	1	1.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
	White	51	39.8%	57	39.6%	65	35.3%	66	36.5%	54	50.5%	60	54.5%	55	52.9%	54	52.9%	54	54.0%	52	52.5%	2.0%
Total		128	100.0%	144	100.0%	184	100.0%	181	100.0%	107	100.0%	110	100.0%	104	100.0%	102	100.0%	100	100.0%	99	100.0%	-22.7%

This department was combined with Community Redevelopment & Housing into the new Community Development Department in 2011 as the result of the organizational realignment.

Total Employees By Department and Race/Ethnicity

Department	Type	Ethnic Group	2001		2002		2003		2004		2005		2006		2007		2008		2009		2010		% of Increase / Decrease from 2001 to 2010
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Community Redevelopment & Housing	Hourly	Armenian	5	11.9%	4	9.3%	4	9.1%	4	8.7%	2	4.7%	0	0.0%	0	0.0%	2	5.3%	1	2.5%	0	0.0%	-100.0%
		Asian/Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	2.5%	N/A
		Hispanic	1	2.4%	1	2.3%	1	2.3%	2	4.3%	2	4.7%	1	2.7%	1	2.9%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		Native American/Alaskan	0	0.0%	1	2.3%	1	2.3%	1	2.2%	1	2.3%	1	2.7%	1	2.9%	1	2.6%	1	2.5%	1	2.5%	N/A
		White	1	2.4%	2	4.7%	1	2.3%	1	2.2%	1	2.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
	Hourly Total		7	16.7%	8	18.6%	7	15.9%	8	17.4%	6	14.0%	2	5.4%	2	5.7%	3	7.9%	2	5.0%	2	5.0%	-71.4%
	Salaried	Armenian	7	16.7%	9	20.9%	10	22.7%	11	23.9%	12	27.9%	11	29.7%	11	31.4%	12	31.6%	15	37.5%	14	35.0%	100.0%
		Asian/Pacific Islander	1	2.4%	1	2.3%	1	2.3%	1	2.2%	1	2.3%	0	0.0%	0	0.0%	1	2.6%	1	2.5%	1	2.5%	0.0%
		Black	3	7.1%	3	7.0%	3	6.8%	3	6.5%	3	7.0%	3	8.1%	3	8.6%	4	10.5%	4	10.0%	4	10.0%	33.3%
		Hispanic	13	31.0%	12	27.9%	13	29.5%	13	28.3%	13	30.2%	13	35.1%	11	31.4%	11	28.9%	11	27.5%	12	30.0%	-7.7%
		White	11	26.2%	10	23.3%	10	22.7%	10	21.7%	8	18.6%	8	21.6%	8	22.9%	7	18.4%	7	17.5%	7	17.5%	-36.4%
	Salaried Total		35	83.3%	35	81.4%	37	84.1%	38	82.6%	37	86.0%	35	94.6%	33	94.3%	35	92.1%	38	95.0%	38	95.0%	8.6%

Department	Ethnic Group	2001		2002		2003		2004		2005		2006		2007		2008		2009		2010		% of Increase / Decrease from 2001 to 2010
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total	Armenian	12	28.6%	13	30.2%	14	31.8%	15	32.6%	14	32.6%	11	29.7%	11	31.4%	14	36.8%	16	40.0%	14	35.0%	16.7%
	Asian/Pacific Islander	1	2.4%	1	2.3%	1	2.3%	1	2.2%	1	2.3%	0	0.0%	0	0.0%	1	2.6%	1	2.5%	2	5.0%	100.0%
	Black	3	7.1%	3	7.0%	3	6.8%	3	6.5%	3	7.0%	3	8.1%	3	8.6%	4	10.5%	4	10.0%	4	10.0%	33.3%
	Hispanic	14	33.3%	13	30.2%	14	31.8%	15	32.6%	15	34.9%	14	37.8%	12	34.3%	11	28.9%	11	27.5%	12	30.0%	-14.3%
	Native American/Alaskan	0	0.0%	1	2.3%	1	2.3%	1	2.2%	1	2.3%	1	2.7%	1	2.9%	1	2.6%	1	2.5%	1	2.5%	N/A
	White	12	28.6%	12	27.9%	11	25.0%	11	23.9%	9	20.9%	8	21.6%	8	22.9%	7	18.4%	7	17.5%	7	17.5%	-41.7%
Total		42	100.0%	43	100.0%	44	100.0%	46	100.0%	43	100.0%	37	100.0%	35	100.0%	38	100.0%	40	100.0%	40	100.0%	-4.8%

This department was combined with Community Planning into the new Community Development Department in 2011 as the result of the organizational realignment.

**Total Employees
By Department and Race/Ethnicity**

Department	Type	Ethnic Group	2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Community Services & Parks	Hourly	Armenian	41	12.5%	43	13.6%	48	14.5%	60	15.4%	74	16.7%	62	15.4%	68	17.1%	83	21.0%	97	22.7%	98	23.2%	139.0%
		Asian/Pacific Islander	8	2.4%	7	2.2%	8	2.4%	9	2.3%	13	2.9%	11	2.7%	11	2.8%	9	2.3%	14	3.3%	16	3.8%	100.0%
		Black	10	3.0%	10	3.2%	10	3.0%	6	1.5%	15	3.4%	14	3.5%	15	3.8%	13	3.3%	10	2.3%	13	3.1%	30.0%
		Hispanic	72	22.0%	68	21.5%	79	23.8%	110	28.2%	105	23.8%	98	24.3%	102	25.7%	89	22.5%	95	22.2%	88	20.9%	22.2%
		Native American/Alaskan	1	0.3%	1	0.3%	1	0.3%	0	0.0%	1	0.2%	0	0.0%	1	0.3%	1	0.3%	0	0.0%	1	0.2%	0.0%
		Other	2	0.6%	3	0.9%	4	1.2%	5	1.3%	9	2.0%	7	1.7%	5	1.3%	3	0.8%	1	0.2%	3	0.7%	50.0%
		White	69	21.0%	64	20.2%	60	18.1%	57	14.6%	70	15.8%	58	14.4%	48	12.1%	46	11.6%	54	12.6%	55	13.0%	-20.3%
	Hourly Total		203	61.9%	196	61.8%	210	63.3%	247	63.3%	287	64.9%	250	62.0%	250	63.0%	244	61.8%	271	63.5%	274	64.9%	35.0%
	Salaried	Armenian	8	2.4%	9	2.8%	11	3.3%	15	3.8%	20	4.5%	22	5.5%	24	6.0%	27	6.8%	30	7.0%	29	6.9%	262.5%
		Asian/Pacific Islander	6	1.8%	6	1.9%	6	1.8%	9	2.3%	11	2.5%	11	2.7%	11	2.8%	11	2.8%	10	2.3%	9	2.1%	50.0%
		Black	6	1.8%	6	1.9%	5	1.5%	8	2.1%	8	1.8%	6	1.5%	5	1.3%	6	1.5%	10	2.3%	9	2.1%	50.0%
		Hispanic	40	12.2%	42	13.2%	41	12.3%	50	12.8%	58	13.1%	59	14.6%	56	14.1%	58	14.7%	58	13.6%	55	13.0%	37.5%
		Native American/Alaskan	1	0.3%	1	0.3%	1	0.3%	2	0.5%	1	0.2%	1	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		Other	0	0.0%	0	0.0%	0	0.0%	1	0.3%	1	0.2%	1	0.2%	0	0.0%	1	0.3%	2	0.5%	2	0.5%	N/A
		White	64	19.5%	57	18.0%	58	17.5%	58	14.9%	56	12.7%	53	13.2%	51	12.8%	48	12.2%	46	10.8%	44	10.4%	-31.3%
	Salaried Total		125	38.1%	121	38.2%	122	36.7%	143	36.7%	155	35.1%	153	38.0%	147	37.0%	151	38.2%	156	36.5%	148	35.1%	18.4%

Department	Ethnic Group	2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total	Armenian	49	14.9%	52	16.4%	59	17.8%	75	19.2%	94	21.3%	84	20.8%	92	23.2%	110	27.8%	127	29.7%	127	30.1%	159.2%
	Asian/Pacific Islander	14	4.3%	13	4.1%	14	4.2%	18	4.6%	24	5.4%	22	5.5%	22	5.5%	20	5.1%	24	5.6%	25	5.9%	78.6%
	Black	16	4.9%	16	5.0%	15	4.5%	14	3.6%	23	5.2%	20	5.0%	20	5.0%	19	4.8%	20	4.7%	22	5.2%	37.5%
	Hispanic	112	34.1%	110	34.7%	120	36.1%	160	41.0%	163	36.9%	157	39.0%	158	39.8%	147	37.2%	153	35.8%	143	33.9%	27.7%
	Native American/Alaskan	2	0.6%	2	0.6%	2	0.6%	2	0.5%	2	0.5%	1	0.2%	1	0.3%	1	0.3%	0	0.0%	1	0.2%	-50.0%
	Other	2	0.6%	3	0.9%	4	1.2%	6	1.5%	10	2.3%	8	2.0%	5	1.3%	4	1.0%	3	0.7%	5	1.2%	150.0%
	White	133	40.5%	121	38.2%	118	35.5%	115	29.5%	126	28.5%	111	27.5%	99	24.9%	94	23.8%	100	23.4%	99	23.5%	-25.6%
Total		328	100.0%	317	100.0%	332	100.0%	390	100.0%	442	100.0%	403	100.0%	397	100.0%	395	100.0%	427	100.0%	422	100.0%	28.7%

Total Employees By Department and Race/Ethnicity

			2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
Department	Type	Ethnic Group	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Fire Department	Hourly	Armenian	1	0.4%	1	0.4%	4	1.7%	1	0.4%	2	0.9%	1	0.4%	3	1.2%	3	1.3%	3	1.2%	3	1.2%	200.0%
		Asian/Pacific Islander	0	0.0%	0	0.0%	0	0.0%	3	1.2%	4	1.7%	2	0.8%	3	1.2%	3	1.3%	2	0.8%	2	0.8%	N/A
		Black	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.4%	1	0.4%	N/A
		Hispanic	0	0.0%	1	0.4%	2	0.8%	2	0.8%	0	0.0%	0	0.0%	1	0.4%	2	0.8%	10	4.0%	8	3.2%	N/A
		Other	1	0.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		White	4	1.7%	2	0.9%	4	1.7%	5	2.0%	2	0.9%	5	2.1%	3	1.2%	6	2.5%	13	5.1%	25	9.9%	525.0%
	Salaried	Hourly Total	6	2.5%	4	1.7%	10	4.2%	11	4.5%	8	3.4%	8	3.4%	10	4.1%	14	5.9%	29	11.5%	39	15.4%	550.0%
		Armenian	1	0.4%	1	0.4%	1	0.4%	4	1.6%	4	1.7%	6	2.5%	8	3.3%	8	3.4%	11	4.3%	11	4.3%	1000.0%
		Asian/Pacific Islander	6	2.5%	7	3.0%	8	3.4%	10	4.0%	12	5.1%	12	5.1%	11	4.5%	10	4.2%	12	4.7%	10	4.0%	66.7%
		Black	6	2.5%	6	2.6%	6	2.5%	6	2.4%	6	2.6%	6	2.5%	7	2.9%	7	3.0%	6	2.4%	6	2.4%	0.0%
		Hispanic	32	13.4%	32	13.7%	34	14.3%	36	14.6%	35	14.9%	35	14.8%	35	14.3%	34	14.4%	36	14.2%	34	13.4%	6.3%
		Native American/Alaskan	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	0.0%
		Other	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	3	1.2%	3	1.3%	0	0.0%	0	0.0%	N/A
		White	186	78.2%	182	78.1%	177	74.7%	179	72.5%	169	71.9%	169	71.3%	170	69.4%	159	67.4%	158	62.5%	152	60.1%	-18.3%
	Salaried Total	232	97.5%	229	98.3%	227	95.8%	236	95.5%	227	96.6%	229	96.6%	235	95.9%	222	94.1%	224	88.5%	214	84.6%	-7.8%	
Grand Total			238	100.0%	233	100.0%	237	100.0%	247	100.0%	235	100.0%	237	100.0%	245	100.0%	236	100.0%	253	100.0%	253	100.0%	6.3%

			2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
Department	Sworn	Ethnic Group	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Fire Department	Non-Sworn	Armenian	2	0.8%	2	0.9%	5	2.1%	4	1.6%	5	2.1%	5	2.1%	8	3.3%	8	3.4%	9	3.6%	9	3.6%	350.0%
		Asian/Pacific Islander	2	0.8%	3	1.3%	3	1.3%	8	3.2%	11	4.7%	9	3.8%	9	3.7%	9	3.8%	8	3.2%	7	2.8%	250.0%
		Black	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.4%	1	0.4%	N/A
		Hispanic	7	2.9%	8	3.4%	9	3.8%	9	3.6%	6	2.6%	5	2.1%	7	2.9%	8	3.4%	16	6.3%	14	5.5%	100.0%
		Other	1	0.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		White	32	13.4%	30	12.9%	32	13.5%	36	14.6%	30	12.8%	32	13.5%	30	12.2%	29	12.3%	36	14.2%	48	19.0%	50.0%
	Non-Sworn Total		44	18.5%	43	18.5%	49	20.7%	57	23.1%	52	22.1%	51	21.5%	54	22.0%	54	22.9%	70	27.7%	79	31.2%	79.5%
	Sworn	Armenian	0	0.0%	0	0.0%	0	0.0%	1	0.4%	1	0.4%	2	0.8%	3	1.2%	3	1.3%	5	2.0%	5	2.0%	N/A
		Asian/Pacific Islander	4	1.7%	4	1.7%	5	2.1%	5	2.0%	5	2.1%	5	2.1%	5	2.0%	4	1.7%	6	2.4%	5	2.0%	25.0%
		Black	6	2.5%	6	2.6%	6	2.5%	6	2.4%	6	2.6%	6	2.5%	7	2.9%	7	3.0%	6	2.4%	6	2.4%	0.0%
		Hispanic	25	10.5%	25	10.7%	27	11.4%	29	11.7%	29	12.3%	30	12.7%	29	11.8%	28	11.9%	30	11.9%	28	11.1%	12.0%
		Native American/Alaskan	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	0.0%
		Other	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	3	1.2%	3	1.3%	0	0.0%	0	0.0%	N/A
		White	158	66.4%	154	66.1%	149	62.9%	148	59.9%	141	60.0%	142	59.9%	143	58.4%	136	57.6%	135	53.4%	129	51.0%	-18.4%
	Sworn Total		194	81.5%	190	81.5%	188	79.3%	190	76.9%	183	77.9%	186	78.5%	191	78.0%	182	77.1%	183	72.3%	174	68.8%	-10.3%
Grand Total			238	100.0%	233	100.0%	237	100.0%	247	100.0%	235	100.0%	237	100.0%	245	100.0%	236	100.0%	253	100.0%	253	100.0%	6.3%

Department	Ethnic Group	2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total	Armenian	2	0.8%	2	0.9%	5	2.1%	5	2.0%	6	2.6%	7	3.0%	11	4.5%	11	4.7%	14	5.5%	14	5.5%	600.0%
	Asian/Pacific Islander	6	2.5%	7	3.0%	8	3.4%	13	5.3%	16	6.8%	14	5.9%	14	5.7%	13	5.5%	14	5.5%	12	4.7%	100.0%
	Black	6	2.5%	6	2.6%	6	2.5%	6	2.4%	6	2.6%	6	2.5%	7	2.9%	7	3.0%	7	2.8%	7	2.8%	16.7%
	Hispanic	32	13.4%	33	14.2%	36	15.2%	38	15.4%	35	14.9%	35	14.8%	36	14.7%	36	15.3%	46	18.2%	42	16.6%	31.3%
	Native American/Alaskan	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	0.0%
	Other	1	0.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	3	1.2%	3	1.3%	0	0.0%	0	0.0%	-100.0%
	White	190	79.8%	184	79.0%	181	76.4%	184	74.5%	171	72.8%	174	73.4%	173	70.6%	165	69.9%	171	67.6%	177	70.0%	-6.8%
Total		238	100.0%	233	100.0%	237	100.0%	247	100.0%	235	100.0%	237	100.0%	245	100.0%	236	100.0%	253	100.0%	253	100.0%	6.3%

**Total Employees
By Department and Race/Ethnicity**

Department	Type	Ethnic Group	2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
GWP	Hourly	Armenian	3	0.8%	5	1.3%	6	1.5%	1	0.3%	3	0.8%	4	1.0%	4	1.0%	6	1.5%	4	1.0%	5	1.2%	66.7%
		Asian/Pacific Islander	3	0.8%	6	1.6%	8	2.0%	3	0.8%	0	0.0%	2	0.5%	4	1.0%	4	1.0%	5	1.2%	7	1.7%	133.3%
		Black	4	1.1%	5	1.3%	4	1.0%	3	0.8%	0	0.0%	0	0.0%	1	0.2%	1	0.2%	1	0.2%	3	0.7%	-25.0%
		Hispanic	14	3.8%	14	3.6%	12	3.0%	7	1.8%	2	0.5%	2	0.5%	2	0.5%	2	0.5%	3	0.7%	3	0.7%	-78.6%
		Native American/Alaskan	3	0.8%	2	0.5%	1	0.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		Other	1	0.3%	2	0.5%	1	0.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		White	19	5.2%	16	4.2%	18	4.6%	14	3.6%	12	3.1%	10	2.6%	8	2.0%	10	2.5%	10	2.5%	8	1.9%	-57.9%
	Hourly Total		47	12.8%	50	13.0%	50	12.7%	28	7.1%	17	4.4%	18	4.7%	19	4.7%	23	5.7%	23	5.7%	26	6.3%	-44.7%
	Salaried	Armenian	10	2.7%	13	3.4%	13	3.3%	21	5.3%	20	5.2%	21	5.5%	25	6.2%	27	6.7%	31	7.7%	35	8.5%	250.0%
		Asian/Pacific Islander	30	8.2%	33	8.6%	34	8.6%	38	9.6%	40	10.3%	40	10.4%	40	10.0%	38	9.5%	42	10.4%	43	10.4%	43.3%
		Black	13	3.6%	14	3.6%	17	4.3%	17	4.3%	21	5.4%	21	5.5%	21	5.2%	22	5.5%	23	5.7%	23	5.6%	76.9%
		Hispanic	71	19.4%	83	21.6%	90	22.8%	93	23.6%	102	26.4%	104	27.0%	105	26.2%	104	25.9%	105	25.9%	110	26.6%	54.9%
		Native American/Alaskan	0	0.0%	1	0.3%	2	0.5%	5	1.3%	5	1.3%	5	1.3%	5	1.2%	5	1.2%	3	0.7%	3	0.7%	N/A
		Other	2	0.5%	2	0.5%	2	0.5%	3	0.8%	3	0.8%	2	0.5%	2	0.5%	5	1.2%	4	1.0%	4	1.0%	100.0%
		White	193	52.7%	188	49.0%	187	47.3%	189	48.0%	179	46.3%	174	45.2%	184	45.9%	178	44.3%	174	43.0%	170	41.1%	-11.9%
	Salaried Total		319	87.2%	334	87.0%	345	87.3%	366	92.9%	370	95.6%	367	95.3%	382	95.3%	379	94.3%	382	94.3%	388	93.7%	21.6%

Department	Ethnic Group	2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total	Armenian	13	3.6%	18	4.7%	19	4.8%	22	5.6%	23	5.9%	25	6.5%	29	7.2%	33	8.2%	35	8.6%	40	9.7%	207.7%
	Asian/Pacific Islander	33	9.0%	39	10.2%	42	10.6%	41	10.4%	40	10.3%	42	10.9%	44	11.0%	42	10.4%	47	11.6%	50	12.1%	51.5%
	Black	17	4.6%	19	4.9%	21	5.3%	20	5.1%	21	5.4%	21	5.5%	22	5.5%	23	5.7%	24	5.9%	26	6.3%	52.9%
	Hispanic	85	23.2%	97	25.3%	102	25.8%	100	25.4%	104	26.9%	106	27.5%	107	26.7%	106	26.4%	108	26.7%	113	27.3%	32.9%
	Native American/Alaskan	3	0.8%	3	0.8%	3	0.8%	5	1.3%	5	1.3%	5	1.3%	5	1.2%	5	1.2%	3	0.7%	3	0.7%	0.0%
	Other	3	0.8%	4	1.0%	3	0.8%	3	0.8%	3	0.8%	2	0.5%	2	0.5%	5	1.2%	4	1.0%	4	1.0%	33.3%
	White	212	57.9%	204	53.1%	205	51.9%	203	51.5%	191	49.4%	184	47.8%	192	47.9%	188	46.8%	184	45.4%	178	43.0%	-16.0%
Grand Total		366	100.0%	384	100.0%	395	100.0%	394	100.0%	387	100.0%	385	100.0%	401	100.0%	402	100.0%	405	100.0%	414	100.0%	13.1%

**Total Employees
By Department and Race/Ethnicity**

Department	Type	Ethnic Group	2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Human Resources	Hourly	Armenian	3	8.3%	3	7.7%	6	14.6%	3	8.8%	2	6.1%	2	6.7%	1	3.2%	1	3.3%	1	3.7%	1	3.6%	-66.7%
		Asian/Pacific Islander	0	0.0%	0	0.0%	1	2.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
		Hispanic	3	8.3%	5	12.8%	4	9.8%	1	2.9%	1	3.0%	1	3.3%	1	3.2%	1	3.3%	0	0.0%	0	0.0%	-100.0%
		Other	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	3.0%	1	3.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
		White	1	2.8%	3	7.7%	2	4.9%	1	2.9%	1	3.0%	1	3.3%	1	3.2%	1	3.3%	1	3.7%	1	3.6%	0.0%
	Hourly Total		7	19.4%	11	28.2%	13	31.7%	5	14.7%	5	15.2%	5	16.7%	3	9.7%	3	10.0%	2	7.4%	2	7.1%	-71.4%
	Salaried	Armenian	6	16.7%	6	15.4%	6	14.6%	7	20.6%	9	27.3%	8	26.7%	9	29.0%	9	30.0%	10	37.0%	10	35.7%	66.7%
		Asian/Pacific Islander	1	2.8%	1	2.6%	1	2.4%	1	2.9%	1	3.0%	1	3.3%	1	3.2%	1	3.3%	1	3.7%	2	7.1%	100.0%
		Black	1	2.8%	1	2.6%	1	2.4%	1	2.9%	1	3.0%	1	3.3%	1	3.2%	1	3.3%	0	0.0%	0	0.0%	-100.0%
		Hispanic	7	19.4%	8	20.5%	10	24.4%	9	26.5%	7	21.2%	7	23.3%	8	25.8%	7	23.3%	7	25.9%	7	25.0%	0.0%
		Other	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	3.2%	1	3.3%	0	0.0%	0	0.0%	N/A
		White	14	38.9%	12	30.8%	10	24.4%	11	32.4%	10	30.3%	8	26.7%	8	25.8%	8	26.7%	7	25.9%	7	25.0%	-50.0%
	Salaried Total		29	80.6%	28	71.8%	28	68.3%	29	85.3%	28	84.8%	25	83.3%	28	90.3%	27	90.0%	25	92.6%	26	92.9%	-10.3%

Department	Ethnic Group	2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total	Armenian	9	25.0%	9	23.1%	12	29.3%	10	29.4%	11	33.3%	10	33.3%	10	32.3%	10	33.3%	11	40.7%	11	39.3%	22.2%
	Asian/Pacific Islander	1	2.8%	1	2.6%	2	4.9%	1	2.9%	1	3.0%	1	3.3%	1	3.2%	1	3.3%	1	3.7%	2	7.1%	100.0%
	Black	1	2.8%	1	2.6%	1	2.4%	1	2.9%	1	3.0%	1	3.3%	1	3.2%	1	3.3%	0	0.0%	0	0.0%	-100.0%
	Hispanic	10	27.8%	13	33.3%	14	34.1%	10	29.4%	8	24.2%	8	26.7%	9	29.0%	8	26.7%	7	25.9%	7	25.0%	-30.0%
	Other	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	3.0%	1	3.3%	1	3.2%	1	3.3%	0	0.0%	0	0.0%	N/A
	White	15	41.7%	15	38.5%	12	29.3%	12	35.3%	11	33.3%	9	30.0%	9	29.0%	9	30.0%	8	29.6%	8	28.6%	-46.7%
Total		36	100.0%	39	100.0%	41	100.0%	34	100.0%	33	100.0%	30	100.0%	31	100.0%	30	100.0%	27	100.0%	28	100.0%	-22.2%

**Total Employees
By Department and Race/Ethnicity**

Department	Type	Ethnic Group	2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Information Services	Hourly	Armenian	4	6.5%	3	4.7%	5	8.1%	3	4.7%	3	4.8%	3	4.7%	4	6.5%	3	5.1%	4	6.8%	5	7.6%	25.0%
		Asian/Pacific Islander	2	3.2%	3	4.7%	2	3.2%	1	1.6%	3	4.8%	2	3.1%	2	3.2%	2	3.4%	4	6.8%	5	7.6%	150.0%
		Black	1	1.6%	1	1.6%	1	1.6%	0	0.0%	0	0.0%	0	0.0%	1	1.6%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		Hispanic	3	4.8%	4	6.3%	3	4.8%	2	3.1%	3	4.8%	2	3.1%	3	4.8%	2	3.4%	3	5.1%	6	9.1%	100.0%
		Other	1	1.6%	0	0.0%	0	0.0%	0	0.0%	2	3.2%	1	1.6%	1	1.6%	1	1.7%	0	0.0%	0	0.0%	-100.0%
		White	10	16.1%	10	15.6%	8	12.9%	7	10.9%	4	6.3%	7	10.9%	2	3.2%	5	8.5%	3	5.1%	3	4.5%	-70.0%
	Hourly Total		21	33.9%	21	32.8%	19	30.6%	13	20.3%	15	23.8%	15	23.4%	13	21.0%	13	22.0%	14	23.7%	19	28.8%	-9.5%
	Salaried	Armenian	3	4.8%	4	6.3%	5	8.1%	7	10.9%	7	11.1%	7	10.9%	6	9.7%	5	8.5%	7	11.9%	7	10.6%	133.3%
		Asian/Pacific Islander	5	8.1%	6	9.4%	4	6.5%	5	7.8%	5	7.9%	7	10.9%	6	9.7%	6	10.2%	7	11.9%	6	9.1%	20.0%
		Black	3	4.8%	3	4.7%	3	4.8%	4	6.3%	4	6.3%	4	6.3%	4	6.5%	4	6.8%	3	5.1%	3	4.5%	0.0%
		Hispanic	11	17.7%	11	17.2%	12	19.4%	14	21.9%	12	19.0%	10	15.6%	10	16.1%	8	13.6%	6	10.2%	7	10.6%	-36.4%
		Other	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	1.6%	0	0.0%	0	0.0%	0	0.0%	N/A
		White	19	30.6%	19	29.7%	19	30.6%	21	32.8%	20	31.7%	21	32.8%	22	35.5%	23	39.0%	22	37.3%	24	36.4%	26.3%
	Salaried Total		41	66.1%	43	67.2%	43	69.4%	51	79.7%	48	76.2%	49	76.6%	49	79.0%	46	78.0%	45	76.3%	47	71.2%	14.6%

Department	Ethnic Group	2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total	Armenian	7	11.3%	7	10.9%	10	16.1%	10	15.6%	10	15.9%	10	15.6%	10	16.1%	8	13.6%	11	18.6%	12	18.2%	71.4%
	Asian/Pacific Islander	7	11.3%	9	14.1%	6	9.7%	6	9.4%	8	12.7%	9	14.1%	8	12.9%	8	13.6%	11	18.6%	11	16.7%	57.1%
	Black	4	6.5%	4	6.3%	4	6.5%	4	6.3%	4	6.3%	4	6.3%	5	8.1%	4	6.8%	3	5.1%	3	4.5%	-25.0%
	Hispanic	14	22.6%	15	23.4%	15	24.2%	16	25.0%	15	23.8%	12	18.8%	13	21.0%	10	16.9%	9	15.3%	13	19.7%	-7.1%
	Other	1	1.6%	0	0.0%	0	0.0%	0	0.0%	2	3.2%	1	1.6%	2	3.2%	1	1.7%	0	0.0%	0	0.0%	-100.0%
	White	29	46.8%	29	45.3%	27	43.5%	28	43.8%	24	38.1%	28	43.8%	24	38.7%	28	47.5%	25	42.4%	27	40.9%	-6.9%
Total		62	100.0%	64	100.0%	62	100.0%	64	100.0%	63	100.0%	64	100.0%	62	100.0%	59	100.0%	59	100.0%	66	100.0%	6.5%

**Total Employees
By Department and Race/Ethnicity**

Department	Type	Ethnic Group	2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Library	Hourly	Armenian	32	19.5%	31	19.7%	34	21.7%	46	25.7%	42	23.7%	47	27.0%	51	29.1%	42	26.8%	42	27.8%	38	27.5%	18.8%
		Asian/Pacific Islander	16	9.8%	18	11.5%	15	9.6%	13	7.3%	13	7.3%	12	6.9%	11	6.3%	9	5.7%	8	5.3%	7	5.1%	-56.3%
		Black	3	1.8%	2	1.3%	2	1.3%	2	1.1%	2	1.1%	1	0.6%	1	0.6%	1	0.6%	1	0.7%	0	0.0%	-100.0%
		Hispanic	15	9.1%	14	8.9%	12	7.6%	12	6.7%	17	9.6%	16	9.2%	13	7.4%	11	7.0%	13	8.6%	12	8.7%	-20.0%
		Native American/Alaskan	1	0.6%	1	0.6%	1	0.6%	1	0.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		Other	3	1.8%	3	1.9%	1	0.6%	2	1.1%	2	1.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		White	41	25.0%	40	25.5%	41	26.1%	45	25.1%	46	26.0%	42	24.1%	38	21.7%	35	22.3%	31	20.5%	24	17.4%	-41.5%
	Hourly Total		111	67.7%	109	69.4%	106	67.5%	121	67.6%	122	68.9%	118	67.8%	114	65.1%	98	62.4%	95	62.9%	81	58.7%	-27.0%
	Salaried	Armenian	1	0.6%	1	0.6%	1	0.6%	3	1.7%	3	1.7%	4	2.3%	6	3.4%	6	3.8%	7	4.6%	7	5.1%	600.0%
		Asian/Pacific Islander	4	2.4%	4	2.5%	6	3.8%	9	5.0%	11	6.2%	11	6.3%	12	6.9%	11	7.0%	11	7.3%	11	8.0%	175.0%
		Black	2	1.2%	1	0.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		Hispanic	8	4.9%	6	3.8%	7	4.5%	7	3.9%	5	2.8%	6	3.4%	7	4.0%	7	4.5%	7	4.6%	7	5.1%	-12.5%
		Native American/Alaskan	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.6%	1	0.6%	1	0.6%	1	0.6%	1	0.7%	1	0.7%	N/A
		Other	0	0.0%	0	0.0%	1	0.6%	1	0.6%	0	0.0%	2	1.1%	3	1.7%	3	1.9%	2	1.3%	2	1.4%	N/A
		White	38	23.2%	36	22.9%	36	22.9%	38	21.2%	35	19.8%	32	18.4%	32	18.3%	31	19.7%	28	18.5%	29	21.0%	-23.7%
	Salaried Total		53	32.3%	48	30.6%	51	32.5%	58	32.4%	55	31.1%	56	32.2%	61	34.9%	59	37.6%	56	37.1%	57	41.3%	7.5%

Department	Ethnic Group	2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total	Armenian	33	20.1%	32	20.4%	35	22.3%	49	27.4%	45	25.4%	51	29.3%	57	32.6%	48	30.6%	49	32.5%	45	32.6%	36.4%
	Asian/Pacific Islander	20	12.2%	22	14.0%	21	13.4%	22	12.3%	24	13.6%	23	13.2%	23	13.1%	20	12.7%	19	12.6%	18	13.0%	-10.0%
	Black	5	3.0%	3	1.9%	2	1.3%	2	1.1%	2	1.1%	1	0.6%	1	0.6%	1	0.6%	1	0.7%	0	0.0%	-100.0%
	Hispanic	23	14.0%	20	12.7%	19	12.1%	19	10.6%	22	12.4%	22	12.6%	20	11.4%	18	11.5%	20	13.2%	19	13.8%	-17.4%
	Native American/Alaskan	1	0.6%	1	0.6%	1	0.6%	1	0.6%	1	0.6%	1	0.6%	1	0.6%	1	0.6%	1	0.7%	1	0.7%	0.0%
	Other	3	1.8%	3	1.9%	2	1.3%	3	1.7%	2	1.1%	2	1.1%	3	1.7%	3	1.9%	2	1.3%	2	1.4%	-33.3%
	White	79	48.2%	76	48.4%	77	49.0%	83	46.4%	81	45.8%	74	42.5%	70	40.0%	66	42.0%	59	39.1%	53	38.4%	-32.9%
Total		164	100.0%	157	100.0%	157	100.0%	179	100.0%	177	100.0%	174	100.0%	175	100.0%	157	100.0%	151	100.0%	138	100.0%	-15.9%

**Total Employees
By Department and Race/Ethnicity**

Department	Type	Ethnic Group	2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Management Services	Hourly	Armenian	2	7.4%	1	4.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	4.3%	-50.0%
		Asian/Pacific Islander	2	7.4%	1	4.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		Hispanic	1	3.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	3.1%	0	0.0%	0	0.0%	-100.0%
		White	1	3.7%	1	4.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	3.7%	1	3.1%	1	3.8%	1	4.3%	0.0%
		Hourly Total	6	22.2%	3	13.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	3.7%	2	6.3%	1	3.8%	2	8.7%	-66.7%
	Salaried	Armenian	2	7.4%	2	8.7%	4	16.0%	4	15.4%	4	15.4%	6	21.4%	6	22.2%	6	18.8%	6	23.1%	5	21.7%	150.0%
		Asian/Pacific Islander	3	11.1%	2	8.7%	3	12.0%	3	11.5%	3	11.5%	2	7.1%	2	7.4%	3	9.4%	3	11.5%	2	8.7%	-33.3%
		Black	1	3.7%	1	4.3%	1	4.0%	1	3.8%	1	3.8%	1	3.6%	1	3.7%	1	3.1%	1	3.8%	1	4.3%	0.0%
		Hispanic	2	7.4%	2	8.7%	2	8.0%	2	7.7%	2	7.7%	2	7.1%	1	3.7%	4	12.5%	1	3.8%	1	4.3%	-50.0%
		Other	1	3.7%	1	4.3%	2	8.0%	2	7.7%	2	7.7%	2	7.1%	1	3.7%	0	0.0%	1	3.8%	1	4.3%	0.0%
		White	12	44.4%	12	52.2%	13	52.0%	14	53.8%	14	53.8%	15	53.6%	15	55.6%	16	50.0%	13	50.0%	11	47.8%	-8.3%
	Salaried Total		21	77.8%	20	87.0%	25	100.0%	26	100.0%	26	100.0%	28	100.0%	26	96.3%	30	93.8%	25	96.2%	21	91.3%	0.0%

Department	Ethnic Group	2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total	Armenian	4	14.8%	3	13.0%	4	16.0%	4	15.4%	4	15.4%	6	21.4%	6	22.2%	6	18.8%	6	23.1%	6	26.1%	50.0%
	Asian/Pacific Islander	5	18.5%	3	13.0%	3	12.0%	3	11.5%	3	11.5%	2	7.1%	2	7.4%	3	9.4%	3	11.5%	2	8.7%	-60.0%
	Black	1	3.7%	1	4.3%	1	4.0%	1	3.8%	1	3.8%	1	3.6%	1	3.7%	1	3.1%	1	3.8%	1	4.3%	0.0%
	Hispanic	3	11.1%	2	8.7%	2	8.0%	2	7.7%	2	7.7%	2	7.1%	1	3.7%	5	15.6%	1	3.8%	1	4.3%	-66.7%
	Other	1	3.7%	1	4.3%	2	8.0%	2	7.7%	2	7.7%	2	7.1%	1	3.7%	0	0.0%	1	3.8%	1	4.3%	0.0%
	White	13	48.1%	13	56.5%	13	52.0%	14	53.8%	14	53.8%	15	53.6%	16	59.3%	17	53.1%	14	53.8%	12	52.2%	-7.7%
Total		27	100.0%	23	100.0%	25	100.0%	26	100.0%	26	100.0%	28	100.0%	27	100.0%	32	100.0%	26	100.0%	23	100.0%	-14.8%

Total Employees By Department and Race/Ethnicity

			2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
Department	Type	Ethnic Group	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Police Department	Hourly	Armenian	7	1.9%	7	1.9%	11	2.8%	10	2.4%	6	1.5%	8	2.0%	6	1.5%	4	1.0%	3	0.8%	3	0.8%	-57.1%
		Asian/Pacific Islander	0	0.0%	1	0.3%	2	0.5%	3	0.7%	2	0.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
		Hispanic	9	2.4%	9	2.4%	10	2.6%	8	1.9%	9	2.2%	10	2.5%	8	2.0%	6	1.6%	5	1.4%	5	1.4%	-44.4%
		Other	0	0.0%	1	0.3%	1	0.3%	1	0.2%	2	0.5%	2	0.5%	1	0.3%	0	0.0%	0	0.0%	0	0.0%	N/A
		White	17	4.5%	16	4.3%	25	6.5%	22	5.3%	19	4.7%	13	3.3%	14	3.5%	12	3.1%	10	2.7%	16	4.4%	-5.9%
	Hourly Total		33	8.8%	34	9.1%	49	12.7%	44	10.6%	38	9.4%	33	8.3%	29	7.3%	22	5.7%	18	4.9%	24	6.6%	-27.3%
	Salaried	Armenian	10	2.7%	12	3.2%	16	4.1%	17	4.1%	16	3.9%	18	4.5%	19	4.8%	20	5.2%	20	5.4%	21	5.8%	110.0%
		Asian/Pacific Islander	21	5.6%	22	5.9%	22	5.7%	28	6.7%	29	7.1%	31	7.8%	35	8.8%	34	8.8%	33	9.0%	31	8.5%	47.6%
		Black	8	2.1%	7	1.9%	7	1.8%	8	1.9%	9	2.2%	9	2.3%	10	2.5%	11	2.8%	8	2.2%	9	2.5%	12.5%
		Hispanic	73	19.5%	77	20.5%	76	19.7%	91	21.8%	95	23.4%	95	23.8%	100	25.0%	100	25.9%	100	27.2%	101	27.7%	38.4%
		Native American/Alaskan	3	0.8%	2	0.5%	2	0.5%	2	0.5%	1	0.2%	1	0.3%	1	0.3%	1	0.3%	0	0.0%	0	0.0%	-100.0%
		Other	0	0.0%	0	0.0%	0	0.0%	1	0.2%	0	0.0%	0	0.0%	1	0.3%	1	0.3%	0	0.0%	0	0.0%	N/A
		White	226	60.4%	221	58.9%	214	55.4%	226	54.2%	218	53.7%	213	53.3%	205	51.3%	197	51.0%	189	51.4%	179	49.0%	-20.8%
	Salaried Total		341	91.2%	341	90.9%	337	87.3%	373	89.4%	368	90.6%	367	91.8%	371	92.8%	364	94.3%	350	95.1%	341	93.4%	0.0%
Grand Total			374	100.0%	375	100.0%	386	100.0%	417	100.0%	406	100.0%	400	100.0%	400	100.0%	386	100.0%	368	100.0%	365	100.0%	-2.4%

			2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
Department	Sworn	Ethnic Group	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Police Department	Non-Sworn	Armenian	9	2.4%	11	2.9%	15	3.9%	14	3.4%	10	2.5%	12	3.0%	12	3.0%	11	2.8%	10	2.7%	8	2.2%	-11.1%
		Asian/Pacific Islander	7	1.9%	11	2.9%	12	3.1%	17	4.1%	18	4.4%	16	4.0%	16	4.0%	16	4.1%	16	4.3%	14	3.8%	100.0%
		Black	2	0.5%	2	0.5%	2	0.5%	2	0.5%	2	0.5%	2	0.5%	2	0.5%	3	0.8%	0	0.0%	1	0.3%	-50.0%
		Hispanic	43	11.5%	42	11.2%	41	10.6%	42	10.1%	43	10.6%	45	11.3%	43	10.8%	37	9.6%	37	10.1%	38	10.4%	-11.6%
		Native American/Alaskan	2	0.5%	1	0.3%	1	0.3%	1	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		Other	0	0.0%	1	0.3%	1	0.3%	1	0.2%	2	0.5%	2	0.5%	1	0.3%	0	0.0%	0	0.0%	0	0.0%	N/A
		White	77	20.6%	71	18.9%	79	20.5%	76	18.2%	75	18.5%	70	17.5%	66	16.5%	64	16.6%	62	16.8%	67	18.4%	-13.0%
	Non-Sworn Total		140	37.4%	139	37.1%	151	39.1%	153	36.7%	150	36.9%	147	36.8%	140	35.0%	131	33.9%	125	34.0%	128	35.1%	-8.6%
	Sworn	Armenian	8	2.1%	8	2.1%	12	3.1%	13	3.1%	12	3.0%	14	3.5%	13	3.3%	13	3.4%	13	3.5%	16	4.4%	100.0%
		Asian/Pacific Islander	14	3.7%	12	3.2%	12	3.1%	14	3.4%	13	3.2%	15	3.8%	19	4.8%	18	4.7%	17	4.6%	17	4.7%	21.4%
		Black	6	1.6%	5	1.3%	5	1.3%	6	1.4%	7	1.7%	7	1.8%	8	2.0%	8	2.1%	8	2.2%	8	2.2%	33.3%
		Hispanic	39	10.4%	44	11.7%	45	11.7%	57	13.7%	61	15.0%	60	15.0%	65	16.3%	69	17.9%	68	18.5%	68	18.6%	74.4%
		Native American/Alaskan	1	0.3%	1	0.3%	1	0.3%	1	0.2%	1	0.2%	1	0.3%	1	0.3%	1	0.3%	0	0.0%	0	0.0%	-100.0%
		Other	0	0.0%	0	0.0%	0	0.0%	1	0.2%	0	0.0%	0	0.0%	1	0.3%	1	0.3%	0	0.0%	0	0.0%	N/A
		White	166	44.4%	166	44.3%	160	41.5%	172	41.2%	162	39.9%	156	39.0%	153	38.3%	145	37.6%	137	37.2%	128	35.1%	-22.9%
	Sworn Total		234	62.6%	236	62.9%	235	60.9%	264	63.3%	256	63.1%	253	63.3%	260	65.0%	255	66.1%	243	66.0%	237	64.9%	1.3%
Grand Total			374	100.0%	375	100.0%	386	100.0%	417	100.0%	406	100.0%	400	100.0%	400	100.0%	386	100.0%	368	100.0%	365	100.0%	-2.4%

Department	Ethnic Group	2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total	Armenian	17	4.5%	19	5.1%	27	7.0%	27	6.5%	22	5.4%	26	6.5%	25	6.3%	24	6.2%	23	6.3%	24	6.6%	41.2%
	Asian/Pacific Islander	21	5.6%	23	6.1%	24	6.2%	31	7.4%	31	7.6%	31	7.8%	35	8.8%	34	8.8%	33	9.0%	31	8.5%	47.6%
	Black	8	2.1%	7	1.9%	7	1.8%	8	1.9%	9	2.2%	9	2.3%	10	2.5%	11	2.8%	8	2.2%	9	2.5%	12.5%
	Hispanic	82	21.9%	86	22.9%	86	22.3%	99	23.7%	104	25.6%	105	26.3%	108	27.0%	106	27.5%	105	28.5%	106	29.0%	29.3%
	Native American/Alaskan	3	0.8%	2	0.5%	2	0.5%	2	0.5%	1	0.2%	1	0.3%	1	0.3%	1	0.3%	0	0.0%	0	0.0%	-100.0%
	Other	0	0.0%	1	0.3%	1	0.3%	2	0.5%	2	0.5%	2	0.5%	2	0.5%	1	0.3%	0	0.0%	0	0.0%	N/A
	White	243	65.0%	237	63.2%	239	61.9%	248	59.5%	237	58.4%	226	56.5%	219	54.8%	209	54.1%	199	54.1%	195	53.4%	-19.8%
	Total	374	100.0%	375	100.0%	386	100.0%	417	100.0%	406	100.0%	400	100.0%	400	100.0%	386	100.0%	368	100.0%	365	100.0%	-2.4%

**Total Employees
By Department and Race/Ethnicity**

Department	Type	Ethnic Group	2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Public Works	Hourly	Armenian	7	2.1%	4	1.3%	8	2.6%	2	0.7%	8	2.8%	5	1.7%	4	1.4%	6	2.0%	7	2.3%	5	1.7%	-28.6%
		Asian/Pacific Islander	3	0.9%	5	1.6%	4	1.3%	1	0.3%	0	0.0%	1	0.3%	1	0.3%	1	0.3%	0	0.0%	0	0.0%	-100.0%
		Black	5	1.5%	4	1.3%	5	1.6%	3	1.0%	5	1.7%	4	1.4%	1	0.3%	1	0.3%	2	0.7%	2	0.7%	-60.0%
		Hispanic	23	7.0%	21	6.8%	20	6.5%	11	3.6%	11	3.8%	5	1.7%	2	0.7%	4	1.3%	5	1.7%	4	1.4%	-82.6%
		Native American/Alaskan	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
		Other	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
		White	16	4.9%	11	3.5%	9	2.9%	6	2.0%	4	1.4%	6	2.1%	5	1.7%	4	1.3%	4	1.3%	2	0.7%	-87.5%
	Hourly Total		54	16.4%	45	14.5%	46	14.9%	23	7.5%	30	10.5%	21	7.3%	13	4.4%	16	5.2%	18	5.9%	13	4.5%	-75.9%
	Salaried	Armenian	19	5.8%	20	6.5%	16	5.2%	20	6.5%	23	8.0%	24	8.4%	26	8.8%	26	8.5%	25	8.3%	28	9.6%	47.4%
		Asian/Pacific Islander	28	8.5%	27	8.7%	27	8.8%	28	9.2%	23	8.0%	23	8.0%	26	8.8%	26	8.5%	25	8.3%	23	7.9%	-17.9%
		Black	7	2.1%	7	2.3%	9	2.9%	11	3.6%	11	3.8%	10	3.5%	9	3.1%	11	3.6%	9	3.0%	10	3.4%	42.9%
		Hispanic	89	27.1%	91	29.4%	97	31.5%	110	35.9%	102	35.5%	112	39.2%	124	42.0%	123	40.2%	121	39.9%	119	40.8%	33.7%
		Native American/Alaskan	1	0.3%	1	0.3%	2	0.6%	1	0.3%	2	0.7%	2	0.7%	2	0.7%	2	0.7%	2	0.7%	2	0.7%	100.0%
		Other	1	0.3%	1	0.3%	1	0.3%	1	0.3%	1	0.3%	1	0.3%	2	0.7%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		White	130	39.5%	118	38.1%	110	35.7%	112	36.6%	95	33.1%	93	32.5%	93	31.5%	102	33.3%	103	34.0%	97	33.2%	-25.4%
	Salaried Total		275	83.6%	265	85.5%	262	85.1%	283	92.5%	257	89.5%	265	92.7%	282	95.6%	290	94.8%	285	94.1%	279	95.5%	1.5%

Department	Ethnic Group	2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total	Armenian	26	7.9%	24	7.7%	24	7.8%	22	7.2%	31	10.8%	29	10.1%	30	10.2%	32	10.5%	32	10.6%	33	11.3%	26.9%
	Asian/Pacific Islander	31	9.4%	32	10.3%	31	10.1%	29	9.5%	23	8.0%	24	8.4%	27	9.2%	27	8.8%	25	8.3%	23	7.9%	-25.8%
	Black	12	3.6%	11	3.5%	14	4.5%	14	4.6%	16	5.6%	14	4.9%	10	3.4%	12	3.9%	11	3.6%	12	4.1%	0.0%
	Hispanic	112	34.0%	112	36.1%	117	38.0%	121	39.5%	113	39.4%	117	40.9%	126	42.7%	127	41.5%	126	41.6%	123	42.1%	9.8%
	Native American/Alaskan	1	0.3%	1	0.3%	2	0.6%	1	0.3%	3	1.0%	2	0.7%	2	0.7%	2	0.7%	2	0.7%	2	0.7%	100.0%
	Other	1	0.3%	1	0.3%	1	0.3%	1	0.3%	2	0.7%	1	0.3%	2	0.7%	0	0.0%	0	0.0%	0	0.0%	-100.0%
	White	146	44.4%	129	41.6%	119	38.6%	118	38.6%	99	34.5%	99	34.6%	98	33.2%	106	34.6%	107	35.3%	99	33.9%	-32.2%
Total		329	100.0%	310	100.0%	308	100.0%	306	100.0%	287	100.0%	286	100.0%	295	100.0%	306	100.0%	303	100.0%	292	100.0%	-11.2%

**Total Employees
By Department and Gender**

			2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
Department	Gender	Type	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Administrative Services	Female	Hourly	4	8.7%	6	13.0%	8	16.7%	7	15.2%	8	15.1%	9	17.3%	8	14.8%	3	7.5%	3	6.7%	3	6.7%	-25.0%
		Salaried	25	54.3%	23	50.0%	23	47.9%	26	56.5%	28	52.8%	26	50.0%	28	51.9%	25	62.5%	27	60.0%	26	57.8%	4.0%
	Female Total		29	63.0%	29	63.0%	31	64.6%	33	71.7%	36	67.9%	35	67.3%	36	66.7%	28	70.0%	30	66.7%	29	64.4%	0.0%
	Male	Hourly	4	8.7%	3	6.5%	5	10.4%	2	4.3%	2	3.8%	2	3.8%	2	3.7%	1	2.5%	1	2.2%	1	2.2%	-75.0%
		Salaried	13	28.3%	14	30.4%	12	25.0%	11	23.9%	15	28.3%	15	28.8%	16	29.6%	11	27.5%	14	31.1%	15	33.3%	15.4%
	Male Total		17	37.0%	17	37.0%	17	35.4%	13	28.3%	17	32.1%	17	32.7%	18	33.3%	12	30.0%	15	33.3%	16	35.6%	-5.9%
Grand Total			46	100.0%	46	100.0%	48	100.0%	46	100.0%	53	100.0%	52	100.0%	54	100.0%	40	100.0%	45	100.0%	45	100.0%	-2.2%

			2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
Department	Gender	Type	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
City Attorney	Female	Hourly	1	4.5%	0	0.0%	2	8.7%	1	4.0%	1	4.3%	0	0.0%	0	0.0%	0	0.0%	4	16.0%	3	13.0%	200.0%
		Salaried	14	63.6%	16	72.7%	15	65.2%	15	60.0%	14	60.9%	13	65.0%	15	71.4%	16	76.2%	16	64.0%	16	69.6%	14.3%
	Female Total		15	68.2%	16	72.7%	17	73.9%	16	64.0%	15	65.2%	13	65.0%	15	71.4%	16	76.2%	20	80.0%	19	82.6%	26.7%
	Male	Hourly	0	0.0%	0	0.0%	0	0.0%	1	4.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
		Salaried	7	31.8%	6	27.3%	6	26.1%	8	32.0%	8	34.8%	7	35.0%	6	28.6%	5	23.8%	5	20.0%	4	17.4%	-42.9%
	Male Total		7	31.8%	6	27.3%	6	26.1%	9	36.0%	8	34.8%	7	35.0%	6	28.6%	5	23.8%	5	20.0%	4	17.4%	-42.9%
Grand Total			22	100.0%	22	100.0%	23	100.0%	25	100.0%	23	100.0%	20	100.0%	21	100.0%	21	100.0%	25	100.0%	23	100.0%	4.5%

			2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
Department	Gender	Type	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
City Clerk	Female	Hourly	2	14.3%	2	15.4%	3	21.4%	2	16.7%	2	15.4%	1	7.7%	0	0.0%	4	23.5%	1	8.3%	5	29.4%	150.0%
		Salaried	10	71.4%	9	69.2%	9	64.3%	7	58.3%	8	61.5%	8	61.5%	7	63.6%	7	41.2%	7	58.3%	7	41.2%	-30.0%
	Female Total		12	85.7%	11	84.6%	12	85.7%	9	75.0%	10	76.9%	9	69.2%	7	63.6%	11	64.7%	8	66.7%	12	70.6%	0.0%
	Male	Hourly	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	7.7%	1	9.1%	3	17.6%	1	8.3%	2	11.8%	N/A
		Salaried	2	14.3%	2	15.4%	2	14.3%	3	25.0%	3	23.1%	3	23.1%	3	27.3%	3	17.6%	3	25.0%	3	17.6%	50.0%
	Male Total		2	14.3%	2	15.4%	2	14.3%	3	25.0%	3	23.1%	4	30.8%	4	36.4%	6	35.3%	4	33.3%	5	29.4%	150.0%
Grand Total			14	100.0%	13	100.0%	14	100.0%	12	100.0%	13	100.0%	13	100.0%	11	100.0%	17	100.0%	12	100.0%	17	100.0%	21.4%

			2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
Department	Gender	Type	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
City Treasurer	Female	Hourly	0	0.0%	1	16.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
		Salaried	3	60.0%	3	50.0%	3	60.0%	3	60.0%	3	60.0%	3	60.0%	3	60.0%	4	80.0%	3	75.0%	4	80.0%	33.3%
	Female Total		3	60.0%	4	66.7%	3	60.0%	3	60.0%	3	60.0%	3	60.0%	3	60.0%	4	80.0%	3	75.0%	4	80.0%	33.3%
	Male	Salaried	2	40.0%	2	33.3%	2	40.0%	2	40.0%	2	40.0%	2	40.0%	2	40.0%	1	20.0%	1	25.0%	1	20.0%	-50.0%
		Male Total		2	40.0%	2	33.3%	2	40.0%	2	40.0%	2	40.0%	2	40.0%	2	40.0%	1	20.0%	1	25.0%	1	20.0%
Grand Total			5	100.0%	6	100.0%	5	100.0%	5	100.0%	5	100.0%	5	100.0%	5	100.0%	5	100.0%	4	100.0%	5	100.0%	0.0%

Total Employees By Department and Gender

			2011	
Department	Gender	Type	#	%
Community Development	Female	Hourly	9	6.3%
		Salaried	57	40.1%
	Female Total		66	46.5%
	Male	Hourly	8	5.6%
		Salaried	68	47.9%
Male Total		76	53.5%	
Grand Total			142	100.0%

This department was created in 2011 as the result of the organizational realignment. It consists of the previous Community Planning and Community Redevelopment & Housing Departments.

			2001		2002		2003		2004		2005		2006		2007		2008		2009		2010		% Increase / Decrease from 2001 to 2010
Department	Gender	Type	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Community Planning	Female	Hourly	18	14.1%	23	16.0%	27	14.7%	25	13.8%	3	2.8%	8	7.3%	6	5.8%	4	3.9%	5	5.0%	5	5.1%	-72.2%
		Salaried	30	23.4%	37	25.7%	35	19.0%	36	19.9%	37	34.6%	32	29.1%	33	31.7%	35	34.3%	33	33.0%	32	32.3%	6.7%
	Female Total		48	37.5%	60	41.7%	62	33.7%	61	33.7%	40	37.4%	40	36.4%	39	37.5%	39	38.2%	38	38.0%	37	37.4%	-22.9%
	Male	Hourly	34	26.6%	34	23.6%	66	35.9%	64	35.4%	7	6.5%	12	10.9%	10	9.6%	9	8.8%	7	7.0%	5	5.1%	-85.3%
		Salaried	46	35.9%	50	34.7%	56	30.4%	56	30.9%	60	56.1%	58	52.7%	55	52.9%	54	52.9%	55	55.0%	57	57.6%	23.9%
	Male Total		80	62.5%	84	58.3%	122	66.3%	120	66.3%	67	62.6%	70	63.6%	65	62.5%	63	61.8%	62	62.0%	62	62.6%	-22.5%
Grand Total			128	100.0%	144	100.0%	184	100.0%	181	100.0%	107	100.0%	110	100.0%	104	100.0%	102	100.0%	100	100.0%	99	100.0%	-22.7%

This department was combined with Community Redevelopment & Housing into the new Community Development Department in 2011 as the result of the organizational realignment.

			2001		2002		2003		2004		2005		2006		2007		2008		2009		2010		% Increase / Decrease from 2001 to 2010
Department	Gender	Type	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Community Redevelopment & Housing	Female	Hourly	7	16.7%	6	14.0%	4	9.1%	5	10.9%	2	4.7%	0	0.0%	0	0.0%	1	2.6%	1	2.5%	0	0.0%	-100.0%
		Salaried	22	52.4%	21	48.8%	22	50.0%	23	50.0%	23	53.5%	22	59.5%	22	62.9%	23	60.5%	24	60.0%	26	65.0%	18.2%
	Female Total		29	69.0%	27	62.8%	26	59.1%	28	60.9%	25	58.1%	22	59.5%	22	62.9%	24	63.2%	25	62.5%	26	65.0%	-10.3%
	Male	Hourly	0	0.0%	2	4.7%	3	6.8%	3	6.5%	4	9.3%	2	5.4%	2	5.7%	2	5.3%	1	2.5%	2	5.0%	N/A
		Salaried	13	31.0%	14	32.6%	15	34.1%	15	32.6%	14	32.6%	13	35.1%	11	31.4%	12	31.6%	14	35.0%	12	30.0%	-7.7%
	Male Total		13	31.0%	16	37.2%	18	40.9%	18	39.1%	18	41.9%	15	40.5%	13	37.1%	14	36.8%	15	37.5%	14	35.0%	7.7%
Grand Total			42	100.0%	43	100.0%	44	100.0%	46	100.0%	43	100.0%	37	100.0%	35	100.0%	38	100.0%	40	100.0%	40	100.0%	-4.8%

This department was combined with Community Planning into the new Community Development Department in 2011 as the result of the organizational realignment.

			2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
Department	Gender	Type	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Community Services & Parks	Female	Hourly	104	31.7%	88	27.8%	91	27.4%	80	20.5%	116	26.2%	99	24.6%	93	23.4%	89	22.5%	96	22.5%	97	23.0%	-6.7%
		Salaried	41	12.5%	43	13.6%	43	13.0%	56	14.4%	58	13.1%	54	13.4%	51	12.8%	53	13.4%	53	12.4%	48	11.4%	17.1%
	Female Total		145	44.2%	131	41.3%	134	40.4%	136	34.9%	174	39.4%	153	38.0%	144	36.3%	142	35.9%	149	34.9%	145	34.4%	0.0%
	Male	Hourly	99	30.2%	108	34.1%	119	35.8%	167	42.8%	171	38.7%	151	37.5%	157	39.5%	155	39.2%	175	41.0%	177	41.9%	78.8%
		Salaried	84	25.6%	78	24.6%	79	23.8%	87	22.3%	97	21.9%	99	24.6%	96	24.2%	98	24.8%	103	24.1%	100	23.7%	19.0%
	Male Total		183	55.8%	186	58.7%	198	59.6%	254	65.1%	268	60.6%	250	62.0%	253	63.7%	253	64.1%	278	65.1%	277	65.6%	51.4%
Grand Total			328	100.0%	317	100.0%	332	100.0%	390	100.0%	442	100.0%	403	100.0%	397	100.0%	395	100.0%	427	100.0%	422	100.0%	28.7%

**Total Employees
By Department and Gender**

			2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
Department	Gender	Type	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Fire Department	Female	Hourly	3	1.3%	1	0.4%	2	0.8%	2	0.8%	1	0.4%	3	1.3%	3	1.2%	3	1.3%	6	2.4%	9	3.6%	200.0%
		Salaried	20	8.4%	19	8.2%	19	8.0%	22	8.9%	24	10.2%	23	9.7%	22	9.0%	22	9.3%	22	8.7%	21	8.3%	5.0%
	Female Total		23	9.7%	20	8.6%	21	8.9%	24	9.7%	25	10.6%	26	11.0%	25	10.2%	25	10.6%	28	11.1%	30	11.9%	30.4%
	Male	Hourly	3	1.3%	3	1.3%	8	3.4%	9	3.6%	7	3.0%	5	2.1%	7	2.9%	11	4.7%	23	9.1%	30	11.9%	900.0%
		Salaried	212	89.1%	210	90.1%	208	87.8%	214	86.6%	203	86.4%	206	86.9%	213	86.9%	200	84.7%	202	79.8%	193	76.3%	-9.0%
	Male Total		215	90.3%	213	91.4%	216	91.1%	223	90.3%	210	89.4%	211	89.0%	220	89.8%	211	89.4%	225	88.9%	223	88.1%	3.7%
Grand Total			238	100.0%	233	100.0%	237	100.0%	247	100.0%	235	100.0%	237	100.0%	245	100.0%	236	100.0%	253	100.0%	253	100.0%	6.3%

			2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
Department	Gender	Type	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
GWP	Female	Hourly	10	2.7%	11	2.9%	9	2.3%	5	1.3%	3	0.8%	3	0.8%	3	0.7%	5	1.2%	6	1.5%	6	1.4%	-40.0%
		Salaried	47	12.8%	54	14.1%	55	13.9%	61	15.5%	63	16.3%	61	15.8%	62	15.5%	68	16.9%	72	17.8%	73	17.6%	55.3%
	Female Total		57	15.6%	65	16.9%	64	16.2%	66	16.8%	66	17.1%	64	16.6%	65	16.2%	73	18.2%	78	19.3%	79	19.1%	38.6%
	Male	Hourly	37	10.1%	39	10.2%	41	10.4%	23	5.8%	14	3.6%	15	3.9%	16	4.0%	18	4.5%	17	4.2%	20	4.8%	-45.9%
		Salaried	272	74.3%	280	72.9%	290	73.4%	305	77.4%	307	79.3%	306	79.5%	320	79.8%	311	77.4%	310	76.5%	315	76.1%	15.8%
	Male Total		309	84.4%	319	83.1%	331	83.8%	328	83.2%	321	82.9%	321	83.4%	336	83.8%	329	81.8%	327	80.7%	335	80.9%	8.4%
Grand Total			366	100.0%	384	100.0%	395	100.0%	394	100.0%	387	100.0%	385	100.0%	401	100.0%	402	100.0%	405	100.0%	414	100.0%	13.1%

			2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
Department	Gender	Type	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Human Resources	Female	Hourly	5	13.9%	6	15.4%	9	22.0%	4	11.8%	4	12.1%	5	16.7%	3	9.7%	3	10.0%	2	7.4%	2	7.1%	-60.0%
		Salaried	19	52.8%	20	51.3%	21	51.2%	23	67.6%	22	66.7%	20	66.7%	22	71.0%	21	70.0%	20	74.1%	20	71.4%	5.3%
	Female Total		24	66.7%	26	66.7%	30	73.2%	27	79.4%	26	78.8%	25	83.3%	25	80.6%	24	80.0%	22	81.5%	22	78.6%	-8.3%
	Male	Hourly	2	5.6%	5	12.8%	4	9.8%	1	2.9%	1	3.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		Salaried	10	27.8%	8	20.5%	7	17.1%	6	17.6%	6	18.2%	5	16.7%	6	19.4%	6	20.0%	5	18.5%	6	21.4%	-40.0%
Male Total			12	33.3%	13	33.3%	11	26.8%	7	20.6%	7	21.2%	5	16.7%	6	19.4%	6	20.0%	5	18.5%	6	21.4%	-50.0%
Grand Total			36	100.0%	39	100.0%	41	100.0%	34	100.0%	33	100.0%	30	100.0%	31	100.0%	30	100.0%	27	100.0%	28	100.0%	-22.2%

			2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
Department	Gender	Type	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Information Services	Female	Hourly	7	11.3%	8	12.5%	7	11.3%	7	10.9%	5	7.9%	5	7.8%	5	8.1%	5	8.5%	5	8.5%	7	10.6%	0.0%
		Salaried	10	16.1%	11	17.2%	10	16.1%	12	18.8%	11	17.5%	12	18.8%	12	19.4%	10	16.9%	8	13.6%	8	12.1%	-20.0%
	Female Total		17	27.4%	19	29.7%	17	27.4%	19	29.7%	16	25.4%	17	26.6%	17	27.4%	15	25.4%	13	22.0%	15	22.7%	-11.8%
	Male	Hourly	14	22.6%	13	20.3%	12	19.4%	6	9.4%	10	15.9%	10	15.6%	8	12.9%	8	13.6%	9	15.3%	12	18.2%	-14.3%
		Salaried	31	50.0%	32	50.0%	33	53.2%	39	60.9%	37	58.7%	37	57.8%	37	59.7%	36	61.0%	37	62.7%	39	59.1%	25.8%
	Male Total		45	72.6%	45	70.3%	45	72.6%	45	70.3%	47	74.6%	47	73.4%	45	72.6%	44	74.6%	46	78.0%	51	77.3%	13.3%
Grand Total			62	100.0%	64	100.0%	62	100.0%	64	100.0%	63	100.0%	64	100.0%	62	100.0%	59	100.0%	59	100.0%	66	100.0%	6.5%

**Total Employees
By Department and Gender**

			2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
Department	Gender	Type	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Library	Female	Hourly	64	39.0%	64	40.8%	62	39.5%	70	39.1%	69	39.0%	68	39.1%	66	37.7%	59	37.6%	57	37.7%	51	37.0%	-20.3%
		Salaried	39	23.8%	33	21.0%	33	21.0%	35	19.6%	32	18.1%	34	19.5%	37	21.1%	35	22.3%	33	21.9%	33	23.9%	-15.4%
	Female Total		103	62.8%	97	61.8%	95	60.5%	105	58.7%	101	57.1%	102	58.6%	103	58.9%	94	59.9%	90	59.6%	84	60.9%	-18.4%
	Male	Hourly	47	28.7%	45	28.7%	44	28.0%	51	28.5%	53	29.9%	50	28.7%	48	27.4%	39	24.8%	38	25.2%	30	21.7%	-36.2%
		Salaried	14	8.5%	15	9.6%	18	11.5%	23	12.8%	23	13.0%	22	12.6%	24	13.7%	24	15.3%	23	15.2%	24	17.4%	71.4%
	Male Total		61	37.2%	60	38.2%	62	39.5%	74	41.3%	76	42.9%	72	41.4%	72	41.1%	63	40.1%	61	40.4%	54	39.1%	-11.5%
Grand Total			164	100.0%	157	100.0%	157	100.0%	179	100.0%	177	100.0%	174	100.0%	175	100.0%	157	100.0%	151	100.0%	138	100.0%	-15.9%

			2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
Department	Gender	Type	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Management Services	Female	Hourly	4	14.8%	2	8.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		Salaried	13	48.1%	13	56.5%	16	64.0%	16	61.5%	16	61.5%	18	64.3%	16	59.3%	18	56.3%	17	65.4%	15	65.2%	15.4%
	Female Total		17	63.0%	15	65.2%	16	64.0%	16	61.5%	16	61.5%	18	64.3%	16	59.3%	18	56.3%	17	65.4%	15	65.2%	-11.8%
	Male	Hourly	2	7.4%	1	4.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	3.7%	2	6.3%	1	3.8%	2	8.7%	0.0%
		Salaried	8	29.6%	7	30.4%	9	36.0%	10	38.5%	10	38.5%	10	35.7%	10	37.0%	12	37.5%	8	30.8%	6	26.1%	-25.0%
Male Total			10	37.0%	8	34.8%	9	36.0%	10	38.5%	10	38.5%	10	35.7%	11	40.7%	14	43.8%	9	34.6%	8	34.8%	-20.0%
Grand Total			27	100.0%	23	100.0%	25	100.0%	26	100.0%	26	100.0%	28	100.0%	27	100.0%	32	100.0%	26	100.0%	23	100.0%	-14.8%

			2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
Department	Gender	Type	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Police Department	Female	Hourly	20	5.3%	24	6.4%	27	7.0%	26	6.2%	26	6.4%	24	6.0%	17	4.3%	13	3.4%	10	2.7%	11	3.0%	-45.0%
		Salaried	104	27.8%	99	26.4%	96	24.9%	108	25.9%	107	26.4%	104	26.0%	106	26.5%	106	27.5%	104	28.3%	102	27.9%	-1.9%
	Female Total		124	33.2%	123	32.8%	123	31.9%	134	32.1%	133	32.8%	128	32.0%	123	30.8%	119	30.8%	114	31.0%	113	31.0%	-8.9%
	Male	Hourly	13	3.5%	10	2.7%	22	5.7%	18	4.3%	12	3.0%	9	2.3%	12	3.0%	9	2.3%	8	2.2%	13	3.6%	0.0%
		Salaried	237	63.4%	242	64.5%	241	62.4%	265	63.5%	261	64.3%	263	65.8%	265	66.3%	258	66.8%	246	66.8%	239	65.5%	0.8%
Male Total			250	66.8%	252	67.2%	263	68.1%	283	67.9%	273	67.2%	272	68.0%	277	69.3%	267	69.2%	254	69.0%	252	69.0%	0.8%
Grand Total			374	100.0%	375	100.0%	386	100.0%	417	100.0%	406	100.0%	400	100.0%	400	100.0%	386	100.0%	368	100.0%	365	100.0%	-2.4%

			2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
Department	Gender	Type	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Public Works	Female	Hourly	17	5.2%	14	4.5%	18	5.8%	9	2.9%	9	3.1%	6	2.1%	5	1.7%	6	2.0%	8	2.6%	4	1.4%	-76.5%
		Salaried	34	10.3%	35	11.3%	29	9.4%	33	10.8%	36	12.5%	39	13.6%	41	13.9%	38	12.4%	36	11.9%	37	12.7%	8.8%
	Female Total		51	15.5%	49	15.8%	47	15.3%	42	13.7%	45	15.7%	45	15.7%	46	15.6%	44	14.4%	44	14.5%	41	14.0%	-19.6%
	Male	Hourly	37	11.2%	31	10.0%	28	9.1%	14	4.6%	21	7.3%	15	5.2%	8	2.7%	10	3.3%	10	3.3%	9	3.1%	-75.7%
		Salaried	241	73.3%	230	74.2%	233	75.6%	250	81.7%	221	77.0%	226	79.0%	241	81.7%	252	82.4%	249	82.2%	242	82.9%	0.4%
	Male Total		278	84.5%	261	84.2%	261	84.7%	264	86.3%	242	84.3%	241	84.3%	249	84.4%	262	85.6%	259	85.5%	251	86.0%	-9.7%
Grand Total			329	100.0%	310	100.0%	308	100.0%	306	100.0%	287	100.0%	286	100.0%	295	100.0%	306	100.0%	303	100.0%	292	100.0%	-11.2%

**Total Employees
By Department, Level, and Gender**

Department	Level	Gender	2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Administrative Services	Executive	Male	1	2.2%	1	2.2%	1	2.1%	1	2.2%	1	1.9%	0	0.0%	1	1.9%	1	2.5%	1	2.2%	1	2.2%	0.0%
	Executive Total		1	2.2%	1	2.2%	1	2.1%	1	2.2%	1	1.9%	0	0.0%	1	1.9%	1	2.5%	1	2.2%	1	2.2%	0.0%
	Management/Supervisor	Female	7	15.2%	6	13.0%	7	14.6%	6	13.0%	8	15.1%	8	15.4%	9	16.7%	8	20.0%	6	13.3%	6	13.3%	-14.3%
		Male	4	8.7%	5	10.9%	4	8.3%	3	6.5%	4	7.5%	6	11.5%	6	11.1%	4	10.0%	6	13.3%	7	15.6%	75.0%
	Management/Supervisor Total		11	23.9%	11	23.9%	11	22.9%	9	19.6%	12	22.6%	14	26.9%	15	27.8%	12	30.0%	12	26.7%	13	28.9%	18.2%
	Technical/Professional	Female	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	1.9%	1	1.9%	2	3.7%	2	5.0%	2	4.4%	2	4.4%	N/A
		Male	2	4.3%	1	2.2%	2	4.2%	1	2.2%	1	1.9%	0	0.0%	0	0.0%	0	0.0%	1	2.2%	0	0.0%	-100.0%
	Technical/Professional Total		2	4.3%	1	2.2%	2	4.2%	1	2.2%	2	3.8%	1	1.9%	2	3.7%	2	5.0%	3	6.7%	2	4.4%	0.0%
	Supervisor Non-Mid-Management	Female	0	0.0%	0	0.0%	1	2.1%	1	2.2%	0	0.0%	1	1.9%	1	1.9%	0	0.0%	0	0.0%	0	0.0%	N/A
	Supervisor Non-Mid-Management Total		0	0.0%	0	0.0%	1	2.1%	1	2.2%	0	0.0%	1	1.9%	1	1.9%	0	0.0%	0	0.0%	0	0.0%	N/A
	Non-Manager	Female	22	47.8%	23	50.0%	23	47.9%	26	56.5%	27	50.9%	25	48.1%	24	44.4%	18	45.0%	22	48.9%	21	46.7%	-4.5%
		Male	10	21.7%	10	21.7%	10	20.8%	8	17.4%	11	20.8%	11	21.2%	11	20.4%	7	17.5%	7	15.6%	8	17.8%	-20.0%
	Non-Manager Total		32	69.6%	33	71.7%	33	68.8%	34	73.9%	38	71.7%	36	69.2%	35	64.8%	25	62.5%	29	64.4%	29	64.4%	-9.4%
Grand Total			46	100.0%	46	100.0%	48	100.0%	46	100.0%	53	100.0%	52	100.0%	54	100.0%	40	100.0%	45	100.0%	45	100.0%	-2.2%

Department	Level	Gender	2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
City Attorney	Executive	Male	1	4.5%	1	4.5%	1	4.3%	1	4.0%	1	4.3%	1	5.0%	1	4.8%	1	4.8%	1	4.0%	2	8.7%	100.0%
	Executive Total		1	4.5%	1	4.5%	1	4.3%	1	4.0%	1	4.3%	1	5.0%	1	4.8%	1	4.8%	1	4.0%	2	8.7%	100.0%
	Management/Supervisor	Female	5	22.7%	6	27.3%	7	30.4%	7	28.0%	7	30.4%	7	35.0%	7	33.3%	7	33.3%	8	32.0%	9	39.1%	80.0%
		Male	5	22.7%	4	18.2%	4	17.4%	7	28.0%	6	26.1%	5	25.0%	5	23.8%	4	19.0%	4	16.0%	2	8.7%	-60.0%
	Management/Supervisor Total		10	45.5%	10	45.5%	11	47.8%	14	56.0%	13	56.5%	12	60.0%	12	57.1%	11	52.4%	12	48.0%	11	47.8%	10.0%
	Technical/Professional	Female	3	13.6%	4	18.2%	3	13.0%	2	8.0%	2	8.7%	2	10.0%	3	14.3%	4	19.0%	3	12.0%	2	8.7%	-33.3%
		Male	1	4.5%	1	4.5%	1	4.3%	0	0.0%	1	4.3%	1	5.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
	Technical/Professional Total		4	18.2%	5	22.7%	4	17.4%	2	8.0%	3	13.0%	3	15.0%	3	14.3%	4	19.0%	3	12.0%	2	8.7%	-50.0%
	Non-Manager	Female	7	31.8%	6	27.3%	7	30.4%	7	28.0%	6	26.1%	4	20.0%	5	23.8%	5	23.8%	9	36.0%	8	34.8%	14.3%
		Male	0	0.0%	0	0.0%	0	0.0%	1	4.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
	Non-Manager Total		7	31.8%	6	27.3%	7	30.4%	8	32.0%	6	26.1%	4	20.0%	5	23.8%	5	23.8%	9	36.0%	8	34.8%	14.3%
Grand Total			22	100.0%	22	100.0%	23	100.0%	25	100.0%	23	100.0%	20	100.0%	21	100.0%	21	100.0%	25	100.0%	23	100.0%	4.5%

**Total Employees
By Department, Level, and Gender**

Department	Level	Gender	2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
City Clerk	Executive	Female	1	7.1%	1	7.7%	1	7.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		Male	0	0.0%	0	0.0%	0	0.0%	1	8.3%	1	7.7%	1	7.7%	1	9.1%	1	5.9%	1	8.3%	1	5.9%	N/A
	Executive Total		1	7.1%	1	7.7%	1	7.1%	1	8.3%	1	7.7%	1	7.7%	1	9.1%	1	5.9%	1	8.3%	1	5.9%	0.0%
	Management/Supervisor	Female	1	7.1%	1	7.7%	1	7.1%	1	8.3%	1	7.7%	2	15.4%	2	18.2%	2	11.8%	1	8.3%	2	11.8%	100.0%
	Management/Supervisor Total		1	7.1%	1	7.7%	1	7.1%	1	8.3%	1	7.7%	2	15.4%	2	18.2%	2	11.8%	1	8.3%	2	11.8%	100.0%
	Technical/Professional	Female	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	7.7%	0	0.0%	1	5.9%	0	0.0%	0	0.0%	N/A
	Technical/Professional Total		0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	7.7%	0	0.0%	1	5.9%	0	0.0%	0	0.0%	N/A
	Supervisor Non-Mid-Management	Female	0	0.0%	0	0.0%	0	0.0%	1	8.3%	1	7.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
	Supervisor Non-Mid-Management Total		0	0.0%	0	0.0%	0	0.0%	1	8.3%	1	7.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
	Non-Manager	Female	10	71.4%	9	69.2%	10	71.4%	7	58.3%	8	61.5%	6	46.2%	5	45.5%	8	47.1%	7	58.3%	10	58.8%	0.0%
		Male	2	14.3%	2	15.4%	2	14.3%	2	16.7%	2	15.4%	3	23.1%	3	27.3%	5	29.4%	3	25.0%	4	23.5%	100.0%
	Non-Manager Total		12	85.7%	11	84.6%	12	85.7%	9	75.0%	10	76.9%	9	69.2%	8	72.7%	13	76.5%	10	83.3%	14	82.4%	16.7%
Grand Total			14	100.0%	13	100.0%	14	100.0%	12	100.0%	13	100.0%	13	100.0%	11	100.0%	17	100.0%	12	100.0%	17	100.0%	21.4%

Department	Level	Gender	2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
City Treasurer	Executive	Male	1	20.0%	1	16.7%	1	20.0%	1	20.0%	1	20.0%	1	20.0%	1	20.0%	1	20.0%	1	25.0%	1	20.0%	0.0%
	Executive Total		1	20.0%	1	16.7%	1	20.0%	1	20.0%	1	20.0%	1	20.0%	1	20.0%	1	20.0%	1	25.0%	1	20.0%	0.0%
	Management/Supervisor	Female	1	20.0%	1	16.7%	1	20.0%	1	20.0%	1	20.0%	1	20.0%	1	20.0%	1	20.0%	1	25.0%	1	20.0%	0.0%
	Management/Supervisor Total		1	20.0%	1	16.7%	1	20.0%	1	20.0%	1	20.0%	1	20.0%	1	20.0%	1	20.0%	1	25.0%	1	20.0%	0.0%
	Non-Manager	Female	2	40.0%	3	50.0%	2	40.0%	2	40.0%	2	40.0%	2	40.0%	2	40.0%	3	60.0%	2	50.0%	3	60.0%	50.0%
		Male	1	20.0%	1	16.7%	1	20.0%	1	20.0%	1	20.0%	1	20.0%	1	20.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
	Non-Manager Total		3	60.0%	4	66.7%	3	60.0%	3	60.0%	3	60.0%	3	60.0%	3	60.0%	3	60.0%	2	50.0%	3	60.0%	0.0%
Grand Total			5	100.0%	6	100.0%	5	100.0%	5	100.0%	5	100.0%	5	100.0%	5	100.0%	5	100.0%	4	100.0%	5	100.0%	0.0%

**Total Employees
By Department, Level, and Gender**

Department	Level	Gender	2011	
			#	%
Community Development	Executive	Male	1	0.7%
	Executive Total		1	0.7%
	Management/Supervisor	Female	11	7.7%
		Male	21	14.8%
	Management/Supervisor Total		32	22.5%
	Technical/Professional	Female	13	9.2%
		Male	8	5.6%
	Technical/Professional Total		21	14.8%
	Supervisor Non-Mid-Management	Female	3	2.1%
	Supervisor Non-Mid-Management Total		3	2.1%
	Non-Manager	Female	39	27.5%
		Male	46	32.4%
	Non-Manager Total		85	59.9%
Grand Total			142	100.0%

*This department was created in 2011 as the result of the organizational realignment.
It consists of the previous Community Planning and Community Redevelopment & Housing Departments.*

**Total Employees
By Department, Level, and Gender**

			2001		2002		2003		2004		2005		2006		2007		2008		2009		2010		% Increase / Decrease from 2001 to 2010
Department	Level	Gender	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Community Planning	Executive	Female	0	0.0%	1	0.7%	1	0.5%	1	0.6%	1	0.9%	1	0.9%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
		Male	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	1.0%	1	1.0%	1	1.0%	1	1.0%	N/A
	Executive Total		0	0.0%	1	0.7%	1	0.5%	1	0.6%	1	0.9%	1	0.9%	1	1.0%	1	1.0%	1	1.0%	1	1.0%	N/A
	Management/Supervisor	Female	2	1.6%	3	2.1%	4	2.2%	5	2.8%	5	4.7%	5	4.5%	6	5.8%	7	6.9%	7	7.0%	8	8.1%	300.0%
		Male	8	6.3%	9	6.3%	10	5.4%	11	6.1%	14	13.1%	13	11.8%	13	12.5%	13	12.7%	13	13.0%	13	13.1%	62.5%
	Management/Supervisor Total		10	7.8%	12	8.3%	14	7.6%	16	8.8%	19	17.8%	18	16.4%	19	18.3%	20	19.6%	20	20.0%	21	21.2%	110.0%
	Technical/Professional	Female	6	4.7%	6	4.2%	8	4.3%	8	4.4%	8	7.5%	8	7.3%	6	5.8%	5	4.9%	5	5.0%	3	3.0%	-50.0%
		Male	8	6.3%	4	2.8%	7	3.8%	8	4.4%	6	5.6%	8	7.3%	6	5.8%	8	7.8%	9	9.0%	8	8.1%	0.0%
	Technical/Professional Total		14	10.9%	10	6.9%	15	8.2%	16	8.8%	14	13.1%	16	14.5%	12	11.5%	13	12.7%	14	14.0%	11	11.1%	-21.4%
	Supervisor Non-Mid-Management	Female	4	3.1%	4	2.8%	2	1.1%	2	1.1%	1	0.9%	3	2.7%	3	2.9%	3	2.9%	3	3.0%	3	3.0%	-25.0%
		Male	1	0.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
	Supervisor Non-Mid-Management Total		5	3.9%	4	2.8%	2	1.1%	2	1.1%	1	0.9%	3	2.7%	3	2.9%	3	2.9%	3	3.0%	3	3.0%	-40.0%
	Non-Manager	Female	36	28.1%	46	31.9%	47	25.5%	45	24.9%	25	23.4%	23	20.9%	24	23.1%	24	23.5%	23	23.0%	23	23.2%	-36.1%
		Male	63	49.2%	71	49.3%	105	57.1%	101	55.8%	47	43.9%	49	44.5%	45	43.3%	41	40.2%	39	39.0%	40	40.4%	-36.5%
	Non-Manager Total		99	77.3%	117	81.3%	152	82.6%	146	80.7%	72	67.3%	72	65.5%	69	66.3%	65	63.7%	62	62.0%	63	63.6%	-36.4%
Grand Total			128	100.0%	144	100.0%	184	100.0%	181	100.0%	107	100.0%	110	100.0%	104	100.0%	102	100.0%	100	100.0%	99	100.0%	-22.7%

This department was combined with Community Redevelopment & Housing into the new Community Development Department in 2011 as the result of the organizational realignment.

			2001		2002		2003		2004		2005		2006		2007		2008		2009		2010		% Increase / Decrease from 2001 to 2010
Department	Level	Gender	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Community Redevelopment & Housing	Executive	Female	1	2.4%	1	2.3%	1	2.3%	1	2.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		Male	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	2.3%	1	2.7%	1	2.9%	1	2.6%	1	2.5%	1	2.5%	N/A
	Executive Total		1	2.4%	1	2.3%	1	2.3%	1	2.2%	1	2.3%	1	2.7%	1	2.9%	1	2.6%	1	2.5%	1	2.5%	0.0%
	Management/Supervisor	Female	3	7.1%	2	4.7%	2	4.5%	3	6.5%	3	7.0%	2	5.4%	2	5.7%	2	5.3%	2	5.0%	3	7.5%	0.0%
		Male	8	19.0%	8	18.6%	9	20.5%	9	19.6%	7	16.3%	6	16.2%	4	11.4%	5	13.2%	6	15.0%	8	20.0%	0.0%
	Management/Supervisor Total		11	26.2%	10	23.3%	11	25.0%	12	26.1%	10	23.3%	8	21.6%	6	17.1%	7	18.4%	8	20.0%	11	27.5%	0.0%
	Technical/Professional	Female	8	19.0%	6	14.0%	5	11.4%	6	13.0%	8	18.6%	7	18.9%	6	17.1%	8	21.1%	8	20.0%	9	22.5%	12.5%
		Male	1	2.4%	3	7.0%	2	4.5%	2	4.3%	3	7.0%	3	8.1%	3	8.6%	4	10.5%	3	7.5%	1	2.5%	0.0%
	Technical/Professional Total		9	21.4%	9	20.9%	7	15.9%	8	17.4%	11	25.6%	10	27.0%	9	25.7%	12	31.6%	11	27.5%	10	25.0%	11.1%
	Non-Manager	Female	17	40.5%	18	41.9%	18	40.9%	18	39.1%	14	32.6%	13	35.1%	14	40.0%	14	36.8%	15	37.5%	14	35.0%	-17.6%
		Male	4	9.5%	5	11.6%	7	15.9%	7	15.2%	7	16.3%	5	13.5%	5	14.3%	4	10.5%	5	12.5%	4	10.0%	0.0%
	Non-Manager Total		21	50.0%	23	53.5%	25	56.8%	25	54.3%	21	48.8%	18	48.6%	19	54.3%	18	47.4%	20	50.0%	18	45.0%	-14.3%
Grand Total			42	100.0%	43	100.0%	44	100.0%	46	100.0%	43	100.0%	37	100.0%	35	100.0%	38	100.0%	40	100.0%	40	100.0%	-4.8%

This department was combined with Community Planning into the new Community Development Department in 2011 as the result of the organizational realignment.

**Total Employees
By Department, Level, and Gender**

Department	Level	Gender	2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Community Services & Parks	Executive	Female	1	0.3%	1	0.3%	1	0.3%	1	0.3%	1	0.2%	1	0.2%	1	0.3%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		Male	1	0.3%	0	0.0%	1	0.3%	1	0.3%	1	0.2%	1	0.2%	1	0.3%	1	0.3%	1	0.2%	1	0.2%	0.0%
	Executive Total		2	0.6%	1	0.3%	2	0.6%	2	0.5%	2	0.5%	2	0.5%	2	0.5%	1	0.3%	1	0.2%	1	0.2%	-50.0%
	Management/Supervisor	Female	13	4.0%	14	4.4%	12	3.6%	15	3.8%	17	3.8%	13	3.2%	13	3.3%	13	3.3%	15	3.5%	13	3.1%	0.0%
		Male	17	5.2%	15	4.7%	15	4.5%	18	4.6%	13	2.9%	12	3.0%	14	3.5%	13	3.3%	18	4.2%	17	4.0%	0.0%
	Management/Supervisor Total		30	9.1%	29	9.1%	27	8.1%	33	8.5%	30	6.8%	25	6.2%	27	6.8%	26	6.6%	33	7.7%	30	7.1%	0.0%
	Technical/Professional	Female	18	5.5%	16	5.0%	17	5.1%	17	4.4%	18	4.1%	17	4.2%	15	3.8%	16	4.1%	15	3.5%	12	2.8%	-33.3%
		Male	9	2.7%	12	3.8%	13	3.9%	12	3.1%	11	2.5%	12	3.0%	11	2.8%	10	2.5%	13	3.0%	13	3.1%	44.4%
	Technical/Professional Total		27	8.2%	28	8.8%	30	9.0%	29	7.4%	29	6.6%	29	7.2%	26	6.5%	26	6.6%	28	6.6%	25	5.9%	-7.4%
	Supervisor Non-Mid-Management	Female	0	0.0%	0	0.0%	0	0.0%	1	0.3%	1	0.2%	5	1.2%	5	1.3%	6	1.5%	6	1.4%	6	1.4%	N/A
		Male	4	1.2%	4	1.3%	4	1.2%	4	1.0%	5	1.1%	8	2.0%	9	2.3%	9	2.3%	5	1.2%	5	1.2%	25.0%
	Supervisor Non-Mid-Management Total		4	1.2%	4	1.3%	4	1.2%	5	1.3%	6	1.4%	13	3.2%	14	3.5%	15	3.8%	11	2.6%	11	2.6%	175.0%
	Non-Manager	Female	113	34.5%	100	31.5%	104	31.3%	102	26.2%	137	31.0%	117	29.0%	110	27.7%	107	27.1%	113	26.5%	114	27.0%	0.9%
		Male	152	46.3%	155	48.9%	165	49.7%	219	56.2%	238	53.8%	217	53.8%	218	54.9%	220	55.7%	241	56.4%	241	57.1%	58.6%
	Non-Manager Total		265	80.8%	255	80.4%	269	81.0%	321	82.3%	375	84.8%	334	82.9%	328	82.6%	327	82.8%	354	82.9%	355	84.1%	34.0%
Grand Total			328	100.0%	317	100.0%	332	100.0%	390	100.0%	442	100.0%	403	100.0%	397	100.0%	395	100.0%	427	100.0%	422	100.0%	28.7%

Department	Level	Gender	2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Fire Department	Executive	Male	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	0.0%
	Executive Total		1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	0.0%
	Management/Supervisor	Female	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.4%	1	0.4%	N/A
		Male	10	4.2%	12	5.2%	12	5.1%	12	4.9%	12	5.1%	11	4.6%	10	4.1%	10	4.2%	13	5.1%	13	5.1%	30.0%
	Management/Supervisor Total		10	4.2%	12	5.2%	12	5.1%	12	4.9%	12	5.1%	11	4.6%	10	4.1%	10	4.2%	14	5.5%	14	5.5%	40.0%
	Technical/Professional	Female	0	0.0%	1	0.4%	1	0.4%	2	0.8%	2	0.9%	3	1.3%	3	1.2%	3	1.3%	2	0.8%	2	0.8%	N/A
		Male	3	1.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
	Technical/Professional Total		3	1.3%	1	0.4%	1	0.4%	2	0.8%	2	0.9%	3	1.3%	3	1.2%	3	1.3%	2	0.8%	2	0.8%	-33.3%
	Supervisor Non-Mid-Management	Female	2	0.8%	1	0.4%	1	0.4%	2	0.8%	2	0.9%	2	0.8%	3	1.2%	3	1.3%	3	1.2%	3	1.2%	50.0%
		Male	45	18.9%	45	19.3%	44	18.6%	46	18.6%	42	17.9%	44	18.6%	42	17.1%	40	16.9%	40	15.8%	38	15.0%	-15.6%
	Supervisor Non-Mid-Management Total		47	19.7%	46	19.7%	45	19.0%	48	19.4%	44	18.7%	46	19.4%	45	18.4%	43	18.2%	43	17.0%	41	16.2%	-12.8%
	Non-Manager	Female	21	8.8%	18	7.7%	19	8.0%	20	8.1%	21	8.9%	21	8.9%	19	7.8%	19	8.1%	22	8.7%	24	9.5%	14.3%
		Male	156	65.5%	155	66.5%	159	67.1%	164	66.4%	155	66.0%	155	65.4%	167	68.2%	160	67.8%	171	67.6%	171	67.6%	9.6%
	Non-Manager Total		177	74.4%	173	74.2%	178	75.1%	184	74.5%	176	74.9%	176	74.3%	186	75.9%	179	75.8%	193	76.3%	195	77.1%	10.2%
Grand Total			238	100.0%	233	100.0%	237	100.0%	247	100.0%	235	100.0%	237	100.0%	245	100.0%	236	100.0%	253	100.0%	253	100.0%	6.3%

**Total Employees
By Department, Level, and Gender**

Department	Level	Gender	2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
GWP	Executive	Male	1	0.3%	1	0.3%	1	0.3%	1	0.3%	1	0.3%	1	0.3%	1	0.2%	1	0.2%	1	0.2%	1	0.2%	0.0%
	Executive Total		1	0.3%	1	0.3%	1	0.3%	1	0.3%	1	0.3%	1	0.3%	1	0.2%	1	0.2%	1	0.2%	1	0.2%	0.0%
	Management/Supervisor	Female	8	2.2%	9	2.3%	10	2.5%	10	2.5%	11	2.8%	10	2.6%	9	2.2%	9	2.2%	9	2.2%	9	2.2%	12.5%
	Management/Supervisor	Male	46	12.6%	50	13.0%	49	12.4%	51	12.9%	52	13.4%	56	14.5%	58	14.5%	56	13.9%	61	15.1%	65	15.7%	41.3%
	Management/Supervisor Total		54	14.8%	59	15.4%	59	14.9%	61	15.5%	63	16.3%	66	17.1%	67	16.7%	65	16.2%	70	17.3%	74	17.9%	37.0%
	Technical/Professional	Female	1	0.3%	2	0.5%	1	0.3%	1	0.3%	2	0.5%	5	1.3%	5	1.2%	6	1.5%	6	1.5%	6	1.4%	500.0%
	Technical/Professional	Male	18	4.9%	19	4.9%	27	6.8%	26	6.6%	22	5.7%	21	5.5%	24	6.0%	21	5.2%	16	4.0%	16	3.9%	-11.1%
	Technical/Professional Total		19	5.2%	21	5.5%	28	7.1%	27	6.9%	24	6.2%	26	6.8%	29	7.2%	27	6.7%	22	5.4%	22	5.3%	15.8%
	Supervisor Non-Mid-Management	Female	1	0.3%	2	0.5%	2	0.5%	1	0.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	0.5%	2	0.5%	100.0%
	Supervisor Non-Mid-Management	Male	24	6.6%	25	6.5%	25	6.3%	25	6.3%	27	7.0%	26	6.8%	29	7.2%	30	7.5%	27	6.7%	29	7.0%	20.8%
	Supervisor Non-Mid-Management Total		25	6.8%	27	7.0%	27	6.8%	26	6.6%	27	7.0%	26	6.8%	29	7.2%	30	7.5%	29	7.2%	31	7.5%	24.0%
	Non-Manager	Female	47	12.8%	52	13.5%	51	12.9%	54	13.7%	53	13.7%	49	12.7%	51	12.7%	58	14.4%	61	15.1%	62	15.0%	31.9%
	Non-Manager	Male	220	60.1%	224	58.3%	229	58.0%	225	57.1%	219	56.6%	217	56.4%	224	55.9%	221	55.0%	222	54.8%	224	54.1%	1.8%
	Non-Manager Total		267	73.0%	276	71.9%	280	70.9%	279	70.8%	272	70.3%	266	69.1%	275	68.6%	279	69.4%	283	69.9%	286	69.1%	7.1%
Grand Total			366	100.0%	384	100.0%	395	100.0%	394	100.0%	387	100.0%	385	100.0%	401	100.0%	402	100.0%	405	100.0%	414	100.0%	13.1%

Department	Level	Gender	2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Human Resources	Executive	Male	1	2.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	3.3%	1	3.2%	1	3.3%	1	3.7%	1	3.6%	0.0%
	Executive Total		1	2.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	3.3%	1	3.2%	1	3.3%	1	3.7%	1	3.6%	0.0%
	Management/Supervisor	Female	2	5.6%	2	5.1%	3	7.3%	3	8.8%	3	9.1%	5	16.7%	6	19.4%	6	20.0%	7	25.9%	7	25.0%	250.0%
	Management/Supervisor	Male	4	11.1%	3	7.7%	2	4.9%	3	8.8%	2	6.1%	1	3.3%	1	3.2%	1	3.3%	1	3.7%	1	3.6%	-75.0%
	Management/Supervisor Total		6	16.7%	5	12.8%	5	12.2%	6	17.6%	5	15.2%	6	20.0%	7	22.6%	7	23.3%	8	29.6%	8	28.6%	33.3%
	Technical/Professional	Female	6	16.7%	10	25.6%	9	22.0%	8	23.5%	10	30.3%	8	26.7%	7	22.6%	7	23.3%	5	18.5%	5	17.9%	-16.7%
	Technical/Professional	Male	2	5.6%	4	10.3%	3	7.3%	2	5.9%	3	9.1%	2	6.7%	2	6.5%	2	6.7%	1	3.7%	2	7.1%	0.0%
	Technical/Professional Total		8	22.2%	14	35.9%	12	29.3%	10	29.4%	13	39.4%	10	33.3%	9	29.0%	9	30.0%	6	22.2%	7	25.0%	-12.5%
	Non-Manager	Female	16	44.4%	14	35.9%	18	43.9%	16	47.1%	13	39.4%	12	40.0%	12	38.7%	11	36.7%	10	37.0%	10	35.7%	-37.5%
	Non-Manager	Male	5	13.9%	6	15.4%	6	14.6%	2	5.9%	2	6.1%	1	3.3%	2	6.5%	2	6.7%	2	7.4%	2	7.1%	-60.0%
	Non-Manager Total		21	58.3%	20	51.3%	24	58.5%	18	52.9%	15	45.5%	13	43.3%	14	45.2%	13	43.3%	12	44.4%	12	42.9%	-42.9%
Grand Total			36	100.0%	39	100.0%	41	100.0%	34	100.0%	33	100.0%	30	100.0%	31	100.0%	30	100.0%	27	100.0%	28	100.0%	-22.2%

**Total Employees
By Department, Level, and Gender**

Department	Level	Gender	2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Information Services	Executive	Female	1	1.6%	1	1.6%	1	1.6%	1	1.6%	1	1.6%	1	1.6%	1	1.6%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		Male	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	1.7%	1	1.7%	1	1.5%	N/A
	Executive Total		1	1.6%	1	1.6%	1	1.6%	1	1.6%	1	1.6%	1	1.6%	1	1.6%	1	1.7%	1	1.7%	1	1.5%	0.0%
	Management/Supervisor	Female	3	4.8%	3	4.7%	1	1.6%	1	1.6%	1	1.6%	1	1.6%	1	1.6%	1	1.7%	3	5.1%	4	6.1%	33.3%
		Male	6	9.7%	6	9.4%	7	11.3%	7	10.9%	6	9.5%	7	10.9%	6	9.7%	5	8.5%	10	16.9%	14	21.2%	133.3%
	Management/Supervisor Total		9	14.5%	9	14.1%	8	12.9%	8	12.5%	7	11.1%	8	12.5%	7	11.3%	6	10.2%	13	22.0%	18	27.3%	100.0%
	Technical/Professional	Female	6	9.7%	7	10.9%	5	8.1%	7	10.9%	6	9.5%	7	10.9%	5	8.1%	6	10.2%	2	3.4%	2	3.0%	-66.7%
		Male	12	19.4%	11	17.2%	10	16.1%	9	14.1%	11	17.5%	10	15.6%	11	17.7%	13	22.0%	7	11.9%	9	13.6%	-25.0%
	Technical/Professional Total		18	29.0%	18	28.1%	15	24.2%	16	25.0%	17	27.0%	17	26.6%	16	25.8%	19	32.2%	9	15.3%	11	16.7%	-38.9%
	Non-Manager	Female	7	11.3%	8	12.5%	10	16.1%	10	15.6%	8	12.7%	8	12.5%	10	16.1%	8	13.6%	8	13.6%	9	13.6%	28.6%
		Male	27	43.5%	28	43.8%	28	45.2%	29	45.3%	30	47.6%	30	46.9%	28	45.2%	25	42.4%	28	47.5%	27	40.9%	0.0%
	Non-Manager Total		34	54.8%	36	56.3%	38	61.3%	39	60.9%	38	60.3%	38	59.4%	38	61.3%	33	55.9%	36	61.0%	36	54.5%	5.9%
Grand Total			62	100.0%	64	100.0%	62	100.0%	64	100.0%	63	100.0%	64	100.0%	62	100.0%	59	100.0%	59	100.0%	66	100.0%	6.5%

Department	Level	Gender	2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Library	Executive	Female	1	0.6%	1	0.6%	1	0.6%	1	0.6%	1	0.6%	1	0.6%	1	0.6%	1	0.6%	1	0.7%	1	0.7%	0.0%
	Executive Total		1	0.6%	1	0.6%	1	0.6%	1	0.6%	1	0.6%	1	0.6%	1	0.6%	1	0.6%	1	0.7%	1	0.7%	0.0%
	Management/Supervisor	Female	11	6.7%	12	7.6%	12	7.6%	12	6.7%	12	6.8%	12	6.9%	11	6.3%	11	7.0%	10	6.6%	11	8.0%	0.0%
		Male	2	1.2%	2	1.3%	2	1.3%	2	1.1%	3	1.7%	3	1.7%	3	1.7%	3	1.9%	3	2.0%	3	2.2%	50.0%
	Management/Supervisor Total		13	7.9%	14	8.9%	14	8.9%	14	7.8%	15	8.5%	15	8.6%	14	8.0%	14	8.9%	13	8.6%	14	10.1%	7.7%
	Technical/Professional	Female	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.6%	1	0.6%	0	0.0%	0	0.0%	0	0.0%	N/A
		Male	0	0.0%	1	0.6%	2	1.3%	2	1.1%	2	1.1%	1	0.6%	1	0.6%	1	0.6%	1	0.7%	1	0.7%	N/A
	Technical/Professional Total		0	0.0%	1	0.6%	2	1.3%	2	1.1%	2	1.1%	2	1.1%	2	1.1%	1	0.6%	1	0.7%	1	0.7%	N/A
	Supervisor Non-Mid-Management	Female	0	0.0%	0	0.0%	0	0.0%	1	0.6%	1	0.6%	1	0.6%	1	0.6%	1	0.6%	1	0.7%	1	0.7%	N/A
	Supervisor Non-Mid-Management Total		0	0.0%	0	0.0%	0	0.0%	1	0.6%	1	0.6%	1	0.6%	1	0.6%	1	0.6%	1	0.7%	1	0.7%	N/A
	Non-Manager	Female	91	55.5%	84	53.5%	82	52.2%	91	50.8%	87	49.2%	87	50.0%	89	50.9%	81	51.6%	78	51.7%	71	51.4%	-22.0%
		Male	59	36.0%	57	36.3%	58	36.9%	70	39.1%	71	40.1%	68	39.1%	68	38.9%	59	37.6%	57	37.7%	50	36.2%	-15.3%
	Non-Manager Total		150	91.5%	141	89.8%	140	89.2%	161	89.9%	158	89.3%	155	89.1%	157	89.7%	140	89.2%	135	89.4%	121	87.7%	-19.3%
Grand Total			164	100.0%	157	100.0%	157	100.0%	179	100.0%	177	100.0%	174	100.0%	175	100.0%	157	100.0%	151	100.0%	138	100.0%	-15.9%

**Total Employees
By Department, Level, and Gender**

			2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
Department	Level	Gender	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Management Services	Executive	Female	1	3.7%	1	4.3%	1	4.0%	1	3.8%	1	3.8%	1	3.6%	1	3.7%	1	3.1%	2	7.7%	2	8.7%	100.0%
		Male	3	11.1%	3	13.0%	3	12.0%	3	11.5%	3	11.5%	3	10.7%	3	11.1%	2	6.3%	2	7.7%	1	4.3%	-66.7%
	Executive Total		4	14.8%	4	17.4%	4	16.0%	4	15.4%	4	15.4%	4	14.3%	4	14.8%	3	9.4%	4	15.4%	3	13.0%	-25.0%
	Management/Supervisor	Female	2	7.4%	2	8.7%	3	12.0%	3	11.5%	3	11.5%	4	14.3%	2	7.4%	4	12.5%	2	7.7%	2	8.7%	0.0%
		Male	2	7.4%	2	8.7%	3	12.0%	3	11.5%	3	11.5%	5	17.9%	5	18.5%	6	18.8%	4	15.4%	3	13.0%	50.0%
	Management/Supervisor Total		4	14.8%	4	17.4%	6	24.0%	6	23.1%	6	23.1%	9	32.1%	7	25.9%	10	31.3%	6	23.1%	5	21.7%	25.0%
	Technical/Professional	Female	4	14.8%	4	17.4%	4	16.0%	6	23.1%	6	23.1%	6	21.4%	5	18.5%	4	12.5%	4	15.4%	5	21.7%	25.0%
		Male	1	3.7%	1	4.3%	0	0.0%	1	3.8%	1	3.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
	Technical/Professional Total		5	18.5%	5	21.7%	4	16.0%	7	26.9%	7	26.9%	6	21.4%	5	18.5%	4	12.5%	4	15.4%	5	21.7%	0.0%
	Non-Manager	Female	10	37.0%	8	34.8%	8	32.0%	6	23.1%	6	23.1%	7	25.0%	8	29.6%	9	28.1%	9	34.6%	6	26.1%	-40.0%
		Male	4	14.8%	2	8.7%	3	12.0%	3	11.5%	3	11.5%	2	7.1%	3	11.1%	6	18.8%	3	11.5%	4	17.4%	0.0%
Non-Manager Total		14	51.9%	10	43.5%	11	44.0%	9	34.6%	9	34.6%	9	32.1%	11	40.7%	15	46.9%	12	46.2%	10	43.5%	-28.6%	
Grand Total			27	100.0%	23	100.0%	25	100.0%	26	100.0%	26	100.0%	28	100.0%	27	100.0%	32	100.0%	26	100.0%	23	100.0%	-14.8%

			2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
Department	Level	Gender	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Police Department	Executive	Male	1	0.3%	1	0.3%	1	0.3%	1	0.2%	1	0.2%	1	0.3%	1	0.3%	2	0.5%	1	0.3%	1	0.3%	0.0%
	Executive Total		1	0.3%	1	0.3%	1	0.3%	1	0.2%	1	0.2%	1	0.3%	1	0.3%	2	0.5%	1	0.3%	1	0.3%	0.0%
	Management/Supervisor	Female	3	0.8%	3	0.8%	3	0.8%	4	1.0%	6	1.5%	5	1.3%	5	1.3%	6	1.6%	7	1.9%	6	1.6%	100.0%
		Male	16	4.3%	17	4.5%	17	4.4%	18	4.3%	17	4.2%	19	4.8%	18	4.5%	15	3.9%	16	4.3%	18	4.9%	12.5%
	Management/Supervisor Total		19	5.1%	20	5.3%	20	5.2%	22	5.3%	23	5.7%	24	6.0%	23	5.8%	21	5.4%	23	6.3%	24	6.6%	26.3%
	Technical/Professional	Female	0	0.0%	0	0.0%	2	0.5%	1	0.2%	1	0.2%	1	0.3%	2	0.5%	1	0.3%	1	0.3%	1	0.3%	N/A
		Male	2	0.5%	1	0.3%	2	0.5%	4	1.0%	2	0.5%	3	0.8%	6	1.5%	6	1.6%	3	0.8%	1	0.3%	-50.0%
	Technical/Professional Total		2	0.5%	1	0.3%	4	1.0%	5	1.2%	3	0.7%	4	1.0%	8	2.0%	7	1.8%	4	1.1%	2	0.5%	0.0%
	Supervisor Non-Mid-Management	Female	8	2.1%	9	2.4%	9	2.3%	9	2.2%	9	2.2%	12	3.0%	12	3.0%	11	2.8%	11	3.0%	9	2.5%	12.5%
		Male	39	10.4%	38	10.1%	38	9.8%	38	9.1%	40	9.9%	40	10.0%	43	10.8%	41	10.6%	43	11.7%	45	12.3%	15.4%
Supervisor Non-Mid-Management Total		47	12.6%	47	12.5%	47	12.2%	47	11.3%	49	12.1%	52	13.0%	55	13.8%	52	13.5%	54	14.7%	54	14.8%	14.9%	
Non-Manager	Female	113	30.2%	111	29.6%	109	28.2%	120	28.8%	117	28.8%	110	27.5%	104	26.0%	101	26.2%	95	25.8%	97	26.6%	-14.2%	
	Male	192	51.3%	195	52.0%	205	53.1%	222	53.2%	213	52.5%	209	52.3%	209	52.3%	203	52.6%	191	51.9%	187	51.2%	-2.6%	
Non-Manager Total		305	81.6%	306	81.6%	314	81.3%	342	82.0%	330	81.3%	319	79.8%	313	78.3%	304	78.8%	286	77.7%	284	77.8%	-6.9%	
Grand Total			374	100.0%	375	100.0%	386	100.0%	417	100.0%	406	100.0%	400	100.0%	400	100.0%	386	100.0%	368	100.0%	365	100.0%	-2.4%

**Total Employees
By Department, Level, and Gender**

Department	Level	Gender	2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Public Works	Executive	Male	1	0.3%	1	0.3%	1	0.3%	1	0.3%	1	0.3%	1	0.3%	1	0.3%	1	0.3%	1	0.3%	1	0.3%	0.0%
	Executive Total		1	0.3%	1	0.3%	1	0.3%	1	0.3%	1	0.3%	1	0.3%	1	0.3%	1	0.3%	1	0.3%	1	0.3%	0.0%
	Management/Supervisor	Female	4	1.2%	4	1.3%	3	1.0%	3	1.0%	3	1.0%	3	1.0%	4	1.4%	4	1.3%	3	1.0%	3	1.0%	-25.0%
		Male	36	10.9%	34	11.0%	35	11.4%	35	11.4%	28	9.8%	30	10.5%	33	11.2%	34	11.1%	38	12.5%	35	12.0%	-2.8%
	Management/Supervisor Total		40	12.2%	38	12.3%	38	12.3%	38	12.4%	31	10.8%	33	11.5%	37	12.5%	38	12.4%	41	13.5%	38	13.0%	-5.0%
	Technical/Professional	Female	1	0.3%	1	0.3%	2	0.6%	2	0.7%	3	1.0%	3	1.0%	3	1.0%	3	1.0%	3	1.0%	3	1.0%	200.0%
		Male	13	4.0%	10	3.2%	9	2.9%	9	2.9%	10	3.5%	8	2.8%	10	3.4%	8	2.6%	5	1.7%	6	2.1%	-53.8%
	Technical/Professional Total		14	4.3%	11	3.5%	11	3.6%	11	3.6%	13	4.5%	11	3.8%	13	4.4%	11	3.6%	8	2.6%	9	3.1%	-35.7%
	Supervisor Non-Mid-Management	Female	2	0.6%	2	0.6%	2	0.6%	2	0.7%	3	1.0%	3	1.0%	3	1.0%	3	1.0%	3	1.0%	3	1.0%	50.0%
		Male	15	4.6%	14	4.5%	14	4.5%	12	3.9%	11	3.8%	11	3.8%	11	3.7%	11	3.6%	11	3.6%	10	3.4%	-33.3%
	Supervisor Non-Mid-Management Total		17	5.2%	16	5.2%	16	5.2%	14	4.6%	14	4.9%	14	4.9%	14	4.7%	14	4.6%	14	4.6%	13	4.5%	-23.5%
	Non-Manager	Female	44	13.4%	42	13.5%	40	13.0%	35	11.4%	36	12.5%	36	12.6%	36	12.2%	34	11.1%	35	11.6%	32	11.0%	-27.3%
		Male	213	64.7%	202	65.2%	202	65.6%	207	67.6%	192	66.9%	191	66.8%	194	65.8%	208	68.0%	204	67.3%	199	68.2%	-6.6%
	Non-Manager Total		257	78.1%	244	78.7%	242	78.6%	242	79.1%	228	79.4%	227	79.4%	230	78.0%	242	79.1%	239	78.9%	231	79.1%	-10.1%
Grand Total			329	100.0%	310	100.0%	308	100.0%	306	100.0%	287	100.0%	286	100.0%	295	100.0%	306	100.0%	303	100.0%	292	100.0%	-11.2%

Retired Employees By Race/Ethnicity

		2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
	Race/Ethnicity	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total	Armenian	0	0.0%	1	0.2%	2	0.4%	0	0.0%	0	0.0%	0	0.0%	2	0.4%	3	0.5%	4	0.7%	3	0.5%	N/A
	Asian/Pacific Islander	4	0.7%	2	0.4%	5	0.9%	5	0.9%	4	0.7%	1	0.2%	3	0.5%	2	0.4%	2	0.4%	3	0.5%	-25.0%
	Black	3	0.5%	2	0.4%	0	0.0%	0	0.0%	1	0.2%	5	0.9%	1	0.2%	2	0.4%	1	0.2%	5	0.9%	66.7%
	Hispanic	5	0.9%	2	0.4%	3	0.5%	14	2.5%	10	1.8%	5	0.9%	11	2.0%	13	2.3%	8	1.4%	7	1.2%	40.0%
	Native American/Alaskan	0	0.0%	1	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	0.4%	1	0.2%	0	0.0%	0	0.0%	N/A
	Other	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
	White	51	9.0%	27	4.8%	43	7.6%	58	10.3%	47	8.3%	27	4.8%	33	5.9%	30	5.3%	41	7.3%	58	10.3%	13.7%
Total		63	11.2%	35	6.2%	53	9.4%	77	13.7%	62	11.0%	39	6.9%	52	9.2%	51	9.0%	56	9.9%	76	13.5%	20.6%

		2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		% Increase / Decrease from 2002 to 2011
Type	Race/Ethnicity	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Hourly	Armenian	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.2%	1	0.2%	N/A
	Asian/Pacific Islander	1	0.2%	0	0.0%	1	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
	Black	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.2%	0	0.0%	N/A
	White	3	0.5%	0	0.0%	2	0.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	0.4%	2	0.4%	-33.3%
Hourly Total		4	0.7%	0	0.0%	3	0.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	4	0.7%	3	0.5%	-25.0%
Salaried	Armenian	0	0.0%	1	0.2%	2	0.4%	0	0.0%	0	0.0%	0	0.0%	2	0.4%	3	0.5%	3	0.5%	2	0.4%	N/A
	Asian/Pacific Islander	3	0.5%	2	0.4%	4	0.7%	5	0.9%	4	0.7%	1	0.2%	3	0.5%	2	0.4%	2	0.4%	3	0.5%	0.0%
	Black	3	0.5%	2	0.4%	0	0.0%	0	0.0%	1	0.2%	5	0.9%	1	0.2%	2	0.4%	0	0.0%	5	0.9%	66.7%
	Hispanic	5	0.9%	2	0.4%	3	0.5%	14	2.5%	10	1.8%	5	0.9%	11	2.0%	13	2.3%	8	1.4%	7	1.2%	40.0%
	Native American/Alaskan	0	0.0%	1	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	0.4%	1	0.2%	0	0.0%	0	0.0%	N/A
	Other	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
	White	48	8.5%	27	4.8%	41	7.3%	58	10.3%	47	8.3%	27	4.8%	33	5.9%	30	5.3%	39	6.9%	56	9.9%	16.7%
Salaried Total		59	10.5%	35	6.2%	50	8.9%	77	13.7%	62	11.0%	39	6.9%	52	9.2%	51	9.0%	52	9.2%	73	12.9%	23.7%
Total Employees		63	11.2%	35	6.2%	53	9.4%	77	13.7%	62	11.0%	39	6.9%	52	9.2%	51	9.0%	56	9.9%	76	13.5%	20.6%

**Total Employees
By Length of Service
As of December 31, 2011**

		0-5		6-10		11-15		16-20		21-25		26-30		31-35		36+		Total #	Total %
	Ethnic Group	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
Total	Armenian	199	8.9%	106	4.7%	38	1.7%	9	0.4%	7	0.3%	3	0.1%	0	0.0%	0	0.0%	362	16.2%
	Asian/Pacific Islander	72	3.2%	62	2.8%	19	0.9%	10	0.4%	26	1.2%	8	0.4%	4	0.2%	1	0.0%	202	9.0%
	Black	39	1.7%	16	0.7%	13	0.6%	6	0.3%	10	0.4%	5	0.2%	2	0.1%	1	0.0%	92	4.1%
	Hispanic	210	9.4%	201	9.0%	72	3.2%	30	1.3%	61	2.7%	29	1.3%	18	0.8%	2	0.1%	623	27.9%
	Native American/Alaskan	2	0.1%	4	0.2%	1	0.0%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.0%	9	0.4%
	Other	7	0.3%	4	0.2%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	12	0.5%
	White	241	10.8%	202	9.0%	119	5.3%	83	3.7%	150	6.7%	90	4.0%	33	1.5%	15	0.7%	933	41.8%
Total		770	34.5%	595	26.6%	263	11.8%	139	6.2%	254	11.4%	135	6.0%	57	2.6%	20	0.9%	2,233	100.0%

		0-5		6-10		11-15		16-20		21-25		26-30		31-35		36+		Total #	Total %
Type	Ethnic Group	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
Hourly	Armenian	133	26.0%	27	5.3%	7	1.4%	4	0.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	171	33.5%
	Asian/Pacific Islander	27	5.3%	8	1.6%	0	0.0%	1	0.2%	2	0.4%	0	0.0%	0	0.0%	1	0.2%	39	7.6%
	Black	18	3.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.2%	0	0.0%	19	3.7%
	Hispanic	97	19.0%	26	5.1%	6	1.2%	3	0.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	132	25.8%
	Native American/Alaskan	1	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.2%	2	0.4%
	Other	3	0.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	3	0.6%
	White	87	17.0%	13	2.5%	7	1.4%	6	1.2%	6	1.2%	10	2.0%	8	1.6%	8	1.6%	145	28.4%
Hourly Total		366	71.6%	74	14.5%	20	3.9%	14	2.7%	8	1.6%	10	2.0%	9	1.8%	10	2.0%	511	100.0%

		0-5		6-10		11-15		16-20		21-25		26-30		31-35		36+		Total #	Total %
Type	Ethnic Group	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
Salaried	Armenian	66	3.8%	79	4.6%	31	1.8%	5	0.3%	7	0.4%	3	0.2%	0	0.0%	0	0.0%	191	11.1%
	Asian/Pacific Islander	45	2.6%	54	3.1%	19	1.1%	9	0.5%	24	1.4%	8	0.5%	4	0.2%	0	0.0%	163	9.5%
	Black	21	1.2%	16	0.9%	13	0.8%	6	0.3%	10	0.6%	5	0.3%	1	0.1%	1	0.1%	73	4.2%
	Hispanic	113	6.6%	175	10.2%	66	3.8%	27	1.6%	61	3.5%	29	1.7%	18	1.0%	2	0.1%	491	28.5%
	Native American/Alaskan	1	0.1%	4	0.2%	1	0.1%	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	7	0.4%
	Other	4	0.2%	4	0.2%	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	9	0.5%
	White	154	8.9%	189	11.0%	112	6.5%	77	4.5%	144	8.4%	80	4.6%	25	1.5%	7	0.4%	788	45.8%
Salaried Total		404	23.5%	521	30.3%	243	14.1%	125	7.3%	246	14.3%	125	7.3%	48	2.8%	10	0.6%	1,722	100.0%

**Total Employees
By Length of Service & Age Group
As of December 31, 2011**

		0-5		6-10		11-15		16-20		21-25		26-30		31-35		36+		Total #	Total %
	Age Range	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
Total	20 and Under	88	3.9%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	88	3.9%
	21-25	164	7.3%	32	1.4%	2	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	198	8.9%
	26-30	132	5.9%	94	4.2%	8	0.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	234	10.5%
	31-35	108	4.8%	113	5.1%	25	1.1%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	247	11.1%
	36-40	89	4.0%	122	5.5%	65	2.9%	17	0.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	293	13.1%
	41-45	48	2.1%	83	3.7%	48	2.1%	42	1.9%	41	1.8%	0	0.0%	0	0.0%	0	0.0%	262	11.7%
	46-50	49	2.2%	52	2.3%	43	1.9%	33	1.5%	88	3.9%	31	1.4%	2	0.1%	0	0.0%	298	13.3%
	51-55	37	1.7%	41	1.8%	38	1.7%	14	0.6%	67	3.0%	67	3.0%	25	1.1%	1	0.0%	290	13.0%
	56-60	29	1.3%	28	1.3%	16	0.7%	14	0.6%	30	1.3%	29	1.3%	19	0.9%	8	0.4%	173	7.7%
	61+	26	1.2%	30	1.3%	18	0.8%	18	0.8%	28	1.3%	8	0.4%	11	0.5%	11	0.5%	150	6.7%
Total		770	34.5%	595	26.6%	263	11.8%	139	6.2%	254	11.4%	135	6.0%	57	2.6%	20	0.9%	2,233	100.0%

		0-5		6-10		11-15		16-20		21-25		26-30		31-35		36+		Total #	Total %
Type	Age Range	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
Hourly	20 and Under	87	17.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	87	17.0%
	21-25	123	24.1%	24	4.7%	1	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	148	29.0%
	26-30	51	10.0%	18	3.5%	4	0.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	73	14.3%
	31-35	23	4.5%	4	0.8%	3	0.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	30	5.9%
	36-40	16	3.1%	4	0.8%	2	0.4%	2	0.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	24	4.7%
	41-45	12	2.3%	5	1.0%	2	0.4%	3	0.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	22	4.3%
	46-50	13	2.5%	2	0.4%	1	0.2%	1	0.2%	0	0.0%	2	0.4%	0	0.0%	0	0.0%	19	3.7%
	51-55	13	2.5%	6	1.2%	2	0.4%	1	0.2%	1	0.2%	1	0.2%	3	0.6%	0	0.0%	27	5.3%
	56-60	13	2.5%	5	1.0%	0	0.0%	1	0.2%	1	0.2%	3	0.6%	4	0.8%	2	0.4%	29	5.7%
	61+	15	2.9%	6	1.2%	5	1.0%	6	1.2%	6	1.2%	4	0.8%	2	0.4%	8	1.6%	52	10.2%
Hourly Total		366	71.6%	74	14.5%	20	3.9%	14	2.7%	8	1.6%	10	2.0%	9	1.8%	10	2.0%	511	100.0%

		0-5		6-10		11-15		16-20		21-25		26-30		31-35		36+		Total #	Total %
Type	Age Range	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
Salaried	20 and Under	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
	21-25	41	2.4%	8	0.5%	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	50	2.9%
	26-30	81	4.7%	76	4.4%	4	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	161	9.3%
	31-35	85	4.9%	109	6.3%	22	1.3%	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	217	12.6%
	36-40	73	4.2%	118	6.9%	63	3.7%	15	0.9%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	269	15.6%
	41-45	36	2.1%	78	4.5%	46	2.7%	39	2.3%	41	2.4%	0	0.0%	0	0.0%	0	0.0%	240	13.9%
	46-50	36	2.1%	50	2.9%	42	2.4%	32	1.9%	88	5.1%	29	1.7%	2	0.1%	0	0.0%	279	16.2%
	51-55	24	1.4%	35	2.0%	36	2.1%	13	0.8%	66	3.8%	66	3.8%	22	1.3%	1	0.1%	263	15.3%
	56-60	16	0.9%	23	1.3%	16	0.9%	13	0.8%	29	1.7%	26	1.5%	15	0.9%	6	0.3%	144	8.4%
	61+	11	0.6%	24	1.4%	13	0.8%	12	0.7%	22	1.3%	4	0.2%	9	0.5%	3	0.2%	98	5.7%
Salaried Total		404	23.5%	521	30.3%	243	14.1%	125	7.3%	246	14.3%	125	7.3%	48	2.8%	10	0.6%	1,722	100.0%

**Total Employees
By Age Grouping
As of December 31, 2011**

		20 and Under		21-25		26-30		31-35		36-40		41-45		46-50		51-55		56-60		61+		Total #	Total %
	Ethnic Group	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
Total	Armenian	57	2.6%	68	3.0%	64	2.9%	49	2.2%	43	1.9%	26	1.2%	16	0.7%	18	0.8%	14	0.6%	7	0.3%	362	16.2%
	Asian/Pacific Islander	4	0.2%	9	0.4%	17	0.8%	27	1.2%	30	1.3%	32	1.4%	29	1.3%	18	0.8%	22	1.0%	14	0.6%	202	9.0%
	Black	0	0.0%	9	0.4%	6	0.3%	10	0.4%	13	0.6%	9	0.4%	16	0.7%	12	0.5%	10	0.4%	7	0.3%	92	4.1%
	Hispanic	9	0.4%	68	3.0%	76	3.4%	81	3.6%	93	4.2%	71	3.2%	88	3.9%	79	3.5%	38	1.7%	20	0.9%	623	27.9%
	Native American/Alaskan	0	0.0%	0	0.0%	0	0.0%	1	0.0%	2	0.1%	3	0.1%	2	0.1%	0	0.0%	1	0.0%	0	0.0%	9	0.4%
	Other	3	0.1%	0	0.0%	1	0.0%	1	0.0%	2	0.1%	3	0.1%	2	0.1%	0	0.0%	0	0.0%	0	0.0%	12	0.5%
	White	15	0.7%	44	2.0%	70	3.1%	78	3.5%	110	4.9%	118	5.3%	145	6.5%	163	7.3%	88	3.9%	102	4.6%	933	41.8%
Total		88	3.9%	198	8.9%	234	10.5%	247	11.1%	293	13.1%	262	11.7%	298	13.3%	290	13.0%	173	7.7%	150	6.7%	2,233	100.0%

		20 and Under		21-25		26-30		31-35		36-40		41-45		46-50		51-55		56-60		61+		Total #	Total %
Type	Ethnic Group	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
Hourly	Armenian	57	11.2%	59	11.5%	26	5.1%	6	1.2%	4	0.8%	6	1.2%	4	0.8%	5	1.0%	1	0.2%	3	0.6%	171	33.5%
	Asian/Pacific Islander	4	0.8%	9	1.8%	5	1.0%	2	0.4%	3	0.6%	3	0.6%	2	0.4%	3	0.6%	4	0.8%	4	0.8%	39	7.6%
	Black	0	0.0%	6	1.2%	2	0.4%	3	0.6%	2	0.4%	1	0.2%	1	0.2%	1	0.2%	1	0.2%	2	0.4%	19	3.7%
	Hispanic	9	1.8%	51	10.0%	20	3.9%	10	2.0%	10	2.0%	7	1.4%	5	1.0%	8	1.6%	8	1.6%	4	0.8%	132	25.8%
	Native American/Alaskan	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.2%	0	0.0%	0	0.0%	0	0.0%	1	0.2%	0	0.0%	2	0.4%
	Other	3	0.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	3	0.6%
	White	14	2.7%	23	4.5%	20	3.9%	9	1.8%	4	0.8%	5	1.0%	7	1.4%	10	2.0%	14	2.7%	39	7.6%	145	28.4%
Hourly Total		87	17.0%	148	29.0%	73	14.3%	30	5.9%	24	4.7%	22	4.3%	19	3.7%	27	5.3%	29	5.7%	52	10.2%	511	100.0%

		20 and Under		21-25		26-30		31-35		36-40		41-45		46-50		51-55		56-60		61+		Total #	Total %
Type	Ethnic Group	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
Salaried	Armenian	0	0.0%	9	0.5%	38	2.2%	43	2.5%	39	2.3%	20	1.2%	12	0.7%	13	0.8%	13	0.8%	4	0.2%	191	11.1%
	Asian/Pacific Islander	0	0.0%	0	0.0%	12	0.7%	25	1.5%	27	1.6%	29	1.7%	27	1.6%	15	0.9%	18	1.0%	10	0.6%	163	9.5%
	Black	0	0.0%	3	0.2%	4	0.2%	7	0.4%	11	0.6%	8	0.5%	15	0.9%	11	0.6%	9	0.5%	5	0.3%	73	4.2%
	Hispanic	0	0.0%	17	1.0%	56	3.3%	71	4.1%	83	4.8%	64	3.7%	83	4.8%	71	4.1%	30	1.7%	16	0.9%	491	28.5%
	Native American/Alaskan	0	0.0%	0	0.0%	0	0.0%	1	0.1%	1	0.1%	3	0.2%	2	0.1%	0	0.0%	0	0.0%	0	0.0%	7	0.4%
	Other	0	0.0%	0	0.0%	1	0.1%	1	0.1%	2	0.1%	3	0.2%	2	0.1%	0	0.0%	0	0.0%	0	0.0%	9	0.5%
	White	1	0.1%	21	1.2%	50	2.9%	69	4.0%	106	6.2%	113	6.6%	138	8.0%	153	8.9%	74	4.3%	63	3.7%	788	45.8%
Salaried Total		1	0.1%	50	2.9%	161	9.3%	217	12.6%	269	15.6%	240	13.9%	279	16.2%	263	15.3%	144	8.4%	98	5.7%	1,722	100.0%